Negotiated Working Conditions In Alberta Collective Agreements

1984

Alberta

LABOUR

Planning And Research Branch

FOREWORD

This is the fifth edition of **Negotiated Working Conditions in Alberta Collective Agreements** which was first produced in 1978. The response from users of earlier editions indicates a continuously high level of interest in information relating to working conditions as contained in the provisions of collective agreements. It is hoped that this publication will again help to meet this information need.

This edition differs from its predecessors in a significant way. Due to resource constraints it has been possible to provide analysis only on agreements covering 100 or more employees. Thus, 239 agreements are included compared to the 969 included in the 1981/82 edition. However, 183,000 employees are covered which represents about 70% of persons covered by collective agreements in Alberta.

Again, the first section provides data on an industrial composite basis for all of the 239 agreements. The remaining sections give details on collective agreements from seven industry divisions: mining; manufacturing; construction; transportation, communications and utilities; trade; service; and public administration.

Appreciation is expressed to employers and unions for the prompt filing of collective agreements following negotiations. Their cooperation in this way makes possible the publication of more timely information.

The report was prepared by the Statistics and Information unit of the Planning and Research Branch.

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INTRODUCTION

Collective bargaining agreements provide a valuable source of information on the nature of working conditions and plant operations as well as job and union security in addition to many of the day to day aspects of employer-employee and union-management relationships. Also, they reflect the diversity of employment conditions among industries and companies, and the scope of the issues over which bargaining takes place. This report presents, in summary form, information on the frequency of occurrence of clauses in the selected Alberta agreements. It highlights trends, measures the prevalence and characteristics of particular provisions, and details the types and levels of non-wage benefits.

The data were obtained from collective agreements on file with Alberta Labour, which were in force on November 1, 1983 and cover 100 or more employees. The report is based on 239 of a total of 1,235 collective agreements which were on file with Alberta Labour on November 1, 1983. the 239 agreements included in the study covered 183,201 employees or 69 per cent of the 265,619 employees covered by all 1,235 agreements.

In order to provide a breakdown of the information at the industry division level, the collective agreements are classified according to the Standard Industrial Classification Manual (Statistics Canada, 1970). Industry classification is based on the principal activity of the employers in Alberta. The following table indicates agreements and employees covered by the analysis as a proportion of the total by industry.

Agreements and Employees Covered by Analysis in the 1984 Report
Compared to Total Number of Agreements on File with Alberta Labour

	Total Agreements on File		Agreements Included in Publication			
Industry	Number	Employees	Number	% of Total	Employees	% of Total
Mining	34	5,220	6	17.7	2,765	53.0
Manufacturing	390	29,334	56	14.4	13,707	46.7
Construction	105	50,363	41	39.0	48,221	95.7
Transp., Communication, Utilities	128	26,498	26	20.3	19,942	75.3
Trade	118	16,272	19	16.1	11,402	70.1
Service*	373**	88,379**	60	16.1	40,777	46.1
Public Administration*	87	49,553	31	35.6	46,387	93.6
Industrial Composite (Total of Above)	**1,235**	**265,619**	**239**	**19.4**	**183,201**	**69.0**

* The Service Industry includes support staff, hospital and health care institution staff. Public Administration includes municipal, county, and provincial government employees. Transit, power plant, and telephone employees are included in the Transportation, Communications and Utilities Division.

** This number includes 103 teacher/academic staff association agreements covering 33,312 employees. Because of the unique nature of teacher collective agreements they are not included in the agreements analysed in this publication.

It should be noted that the employee counts given are based on information gathered at the beginning of the term of the agreements reported and may not be representative of actual employee counts now. In light of the dramatic changes in the Alberta economy in the past two years it is likely that the given figures, at least in some industry sectors, are substantially changed.

The coding of collective agreement provisions for computer input requires subjective interpretation by analysts. To reduce the possibility of error, clarification was requested from the parties whenever it was required. The cooperation and assistance willingly and generously provided is much appreciated.

This publication is produced in a form which we believe provides a useful overview of the frequency and nature of negotiated working conditions in Alberta. If information about the contents of collective agreements is required which is not included we welcome inquiries.

Further information or copies of this publication may be obtained by writing or phoning:

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DEFINITIONS

1. **DISTRIBUTION BY ECONOMIC REGION AND CENSUS DIVISION**
The economic regions used to indicate the geographical distribution of the collective agreements are those developed by Statistics Canada for its Labour Force Survey. Each economic region contains certain specified census divisions which have been developed by Statistics Canada for census taking purposes. Each village, town and city in Alberta is allotted a unique code so that collective agreements can be classified according to the geographical location of the bargaining unit involved. A map of Alberta showing the location of the various economic regions and census divisions is included in Appendix I.

2. **DISTRIBUTION BY ECONOMIC REGION AND URBAN CENTRE**
Urban centres are those towns or cities with a population of 5,000 people or more. Urban centres having collective agreements are listed by the economic regions in which they are located. Agreements covering bargaining units in locations with fewer than 5,000 people are included in the data under the heading REMAINDER.

3. **TYPE OF BARGAINING UNIT COVERED**
The following definitions were used in the analysis of collective agreements:

Non-Office Employees "Non-Office" refers to employees in the bargaining unit performing the following types of work: production of goods and services, driver-sales work, maintenance, retail sales, warehousing and related work, fire-fighting, security, operating trucks and equipment, construction.

Office Employees "Office" refers to employees engaged in the following types of work: office clerical and secretarial, technical, accounting, administration, drafting, data processing.

Professional Employees "Professional" refers to employees classified as nurses, engineers, chemists, newspaper editors and reporters, writers for stage, screen, radio and television, musicians and other performing artists.

4. **UNION MEMBERSHIP REQUIREMENTS**
The following definitions were used in the analysis of collective agreements;

Closed Shop All employees in the bargaining unit must be members of the union when hired and must remain members during employment.

Union Shop All employees in the bargaining unit must become members of the union within a specified period and must remain members during employment.

Modified Union Shop Same as "Union Shop", however, certain groups of employees are exempt. For example, employees hired before a certain date, those who were not members before the agreement took effect and those with religious objections.

Maintenance Of Membership requires only present and future members of the union to remain members for the duration of the agreement, or for some specified period of time. No one is required to join as a condition of continuous employment.

5. **STANDARD DAILY HOURS**
   Standard daily hours refers to the daily hours in a normal work-day. If shift work is involved, it is the number of hours for day shift workers. If a compressed work week or flex time work schedule was in effect, the normal or standard hours were used for analysis.

6. **OVERTIME RATE ON SIXTH DAY**
   This also refers to overtime rate on the first regularly scheduled day off in cases where a work week shorter or longer then a five-day week is in effect. The same concept holds true for "Overtime Rate on Seventh Day".

7. **PAID VACATION**
   Many construction industry agreements do not specify paid time off for vacation but do provide for pay in lieu of vacation.

8. **PAID SICK LEAVE**
   This table pertains to provisions in collective agreements which provide paid casual sick leave or paid short term illness leave not financed through the purchase of insurance. Clauses which provide for any type of paid sick leave plan that is financed through the purchase of insurance, paid either in whole or in part by the employer or the employee are found under Weekly Sickness and Accident Indemnity, Tables 142, 143 and 144.

9. **INJURY PAY PROVISIONS**
   Injury pay provisions specify that employees injured on the job and unable to complete the shift will receive pay for the uncompleted portion of the shift.

10. **GRIEVANCE AND ARBITRATION PAY PROVISIONS**
    These provisions specify that union representatives will be granted time off or will receive pay for time spent handling grievances and arbitrations.

11. **NEGOTIATION PAY PROVISIONS**
    These provisions specify that union representatives will receive full or partial pay for time spent on agreement negotiations.

12. **ON-THE-JOB TRAINING PROVISIONS**
    This table refers to provisions for learning a job at the work site during working hours in order to prepare present employees for advancement to higher grades. It also refers to provisions allowing non-bargaining unit employees to gain experience in production processes on a short-term basis. It does not refer to training programs for newly hired bargaining unit employees.

13. SEVERANCE PAY & LAY-OFF BENEFIT PLANS (OTHER THAN SUB)

Severance Pay Plans provide a money payment, in additions to regular wages or salary earned, to employees whose employment has been terminated. The payment may be made in a lump sum or installments. Severance Pay may also be referred to as termination pay, dismissal allowance, preparation benefit and discontinuous or displacement wage. Permanent termination with loss of seniority rights always results from implementation of these plans.

Lay-Off Benefit Plans provide payments to laid off employees where the lay-off is not permanent.

14. MAJOR MEDICAL OR COMPREHENSIVE BENEFIT PLANS

These plans ensure employees against heavy medical expenses resulting from prolonged or serious illness or injuries. Extended health care plans provided by Blue Cross are an example.

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SECTION I

INDUSTRIAL COMPOSITE

(Includes All Agreements Analysed for this Publication)

TABLE 1 EXPIRY DATES OF SELECTED AGREEMENTS

YEAR AND MONTH OF EXPIRATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
1983	91	38.1	61,547	33.6
FEBRUARY	1	.4	1,000	.5
MARCH	6	2.5	1,616	.9
APRIL	7	2.9	2,282	1.2
MAY	3	1.3	430	.2
JUNE	7	2.9	1,781	1.0
JULY	2	.8	620	.3
AUGUST	1	.4	100	.1
OCTOBER	2	.8	850	.5
NOVEMBER	5	2.1	800	.4
DECEMBER	57	23.8	52,068	28.4
1984	125	52.3	114,945	62.7
JANUARY	3	1.3	1,891	1.0
FEBRUARY	6	2.5	1,124	.6
MARCH	34	14.2	46,804	25.5
APRIL	38	15.9	43,982	24.0
MAY	7	2.9	6,345	3.5
JUNE	7	2.9	2,897	1.6
JULY	5	2.1	4,355	2.4
AUGUST	2	.8	747	.4
SEPTEMBER	5	2.1	1,243	.7
OCTOBER	3	1.3	1,834	1.0
NOVEMBER	5	2.1	1,338	.7
DECEMBER	10	4.2	2,385	1.3
1985	22	9.2	6,288	3.4
FEBRUARY	4	1.7	1,035	.6
MARCH	10	4.2	3,438	1.9
APRIL	4	1.7	1,060	.6
JUNE	2	.8	265	.1
JULY	1	.4	111	.1
AUGUST	1	.4	379	.2
1986 AND LATER	1	.4	421	.2
JUNE	1	.4	421	.2
TOTAL	239	100.0	183,201	100.0

TABLE 2 DISTRIBUTION BY ECONOMIC REGION AND CENSUS DIVISION*

ECONOMIC REGION AND CENSUS DIVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
MEDICINE HAT	5	2.1	1,298	.7
CENSUS DIVISION NO. 1	5	2.1	1,298	.7
LETHBRIDGE	10	4.2	2,452	1.3
CENSUS DIVISION NO. 2	10	4.2	2,452	1.3
CALGARY / DRUMHELLER	59	24.7	35,584	19.4
CENSUS DIVISION NO. 6	59	24.7	35,584	19.4
THE PARKS	6	2.5	2,139	1.2
CENSUS DIVISION NO. 9	3	1.3	725	.4
CENSUS DIVISION NO. 14	3	1.3	1,414	.8
RED DEER / WAINWRIGHT	3	1.3	765	.4
CENSUS DIVISION NO. 8	3	1.3	765	.4
EDMONTON / LLOYDMIN.	80	33.5	45,331	24.7
CENSUS DIVISION NO. 6	1	.4	130	.1
CENSUS DIVISION NO. 10	2	.8	311	.2
CENSUS DIVISION NO. 11	75	31.4	44,275	24.2
MULTIPLE CENSUS DIVISIONS	2	.8	615	.3
PEACE RIVER	4	1.7	1,031	.6
CENSUS DIVISION NO. 15	4	1.7	1,031	.6
ATHABASCA	6	2.5	2,369	1.3
CENSUS DIVISION NO. 12	6	2.5	2,369	1.3
INTER-REGIONAL	20	8.4	6,086	3.3
PROVINCE WIDE	46	19.2	86,146	47.0
TOTAL	239	100.0	183,201	100.0

* For explanation see number 1 in the Definitions at page viii.

TABLE 3 DISTRIBUTION BY ECONOMIC REGION AND URBAN CENTRE *

ECONOMIC REGION AND URBAN CENTRE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
MEDICINE HAT	5	2.1	1,298	.7
MEDICINE HAT	4	1.7	919	.5
REMAINDER	1	.4	379	.2
LETHBRIDGE	10	4.2	2,452	1.3
LETHBRIDGE	9	3.8	2,302	1.3
TABER	1	.4	150	.1
CALGARY / DRUMHELLER	59	24.7	35,584	19.4
CALGARY	57	23.8	35,354	19.3
REMAINDER	2	.8	230	.1
THE PARKS	6	2.5	2,139	1.2
HINTON	2	.8	820	.4
REMAINDER	4	1.7	1,319	.7
RED DEER / WAINWRIGHT	3	1.3	765	.4
PONOKA COUNTY NO 3	1	.4	108	.1
RED DEER	2	.8	657	.4
EDMONTON / LLOYDMIN.	80	33.5	45,331	24.7
EDMONTON	70	29.3	43,212	23.6
FORT SASKATCHEWAN	1	.4	338	.2
LLOYDMINSTER (PT)	1	.4	185	.1
PARKLAND COUNTY NO 31	1	.4	100	.1
ST ALBERT	2	.8	264	.1
REMAINDER	5	2.1	1,232	.7
PEACE RIVER	4	1.7	1,031	.6
GRANDE PRAIRIE	2	.8	326	.2
REMAINDER	2	.8	705	.4
ATHABASCA	6	2.5	2,369	1.3
FORT MCMURRAY	4	1.7	1,609	.9
REMAINDER	2	.8	760	.4
TWO OR MORE REGIONS	20	8.4	6,086	3.3
PROVINCE WIDE	46	19.2	86,146	47.0
TOTAL	239	100.0	183,201	100.0

* For explanation see number 2 in the Definitions at page viii.

TABLE 4 UNIONS REPRESENTING EMPLOYEES COVERED BY AGREEMENTS

UNION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
A. U. P. E.	26	10.9	37,381	20.4
AARNA	2	.8	4,653	2.5
AMALGAMATED TRANSIT	6	2.5	5,017	2.7
ASBESTOS WORKERS	1	.4	750	.4
BAKERY WORKERS	1	.4	121	.1
BOILERMAKERS	3	1.3	1,851	1.0
BREWERY WORKERS	3	1.3	420	.2
BRICKLAYERS	3	1.3	1,061	.6
C. U. P. E.	23	9.6	17,636	9.6
C.L.C. DIRECTLY CHARTERED	2	.8	485	.3
CANADIAN PAPERWORKERS	2	.8	624	.3
CARPENTERS	7	2.9	9,231	5.0
CEMENT WORKERS	2	.8	355	.2
ELECTRICAL WORKERS	7	2.9	12,235	6.7
ELEVATOR CONSTRUCTORS	1	.4	230	.1
EMPLOYEES ASSOCIATION	29	12.1	19,974	10.9
ENERGY & CHEMICAL WORKERS	8	3.3	1,762	1.0
FIREFIGHTERS	2	.8	1,148	.6
GARMENT WORKERS	1	.4	700	.4
GLASSWORKERS	2	.8	854	.5
HEALTH SCIENCE ASSOCIATION	9	3.8	3,366	1.8
HOTEL & RESTAURANT EMPL	4	1.7	701	.4
IRON WORKERS	2	.8	386	.2
LABOURERS	5	2.1	9,783	5.3
LADIES' GARMENT WORKERS	1	.4	133	.1
MACHINISTS	1	.4	112	.1
MINE WORKERS	2	.8	1,094	.6
MISCELLANEOUS EMPLOYEES	6	2.5	1,165	.6
MOULDERS	1	.4	105	.1
MULTI-UNION	5	2.1	1,834	1.0
MUSICIANS	1	.4	150	.1
OPERATING ENGINEERS	6	2.5	7,456	4.1
PAINTERS & GLAZIERS	3	1.3	1,313	.7
PLASTERERS	3	1.3	650	.4

CONTINUED...

TABLE 4 UNIONS REPRESENTING EMPLOYEES COVERED BY AGREEMENTS
(...CONTINUED)

UNION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
PLUMBERS	5	2.1	6,550	3.6
RAILWAY WORKERS	3	1.3	670	.4
RETAIL WHOLESALE UNION	2	.8	232	.1
SHEET METAL WORKERS	4	1.7	4,924	2.7
STEELWORKERS	8	3.3	1,770	1.0
TEAMSTERS	7	2.9	1,816	1.0
UNITED FOOD & COMM. WORKERS	18	7.5	11,238	6.1
UNITED NURSES OF ALBERTA	6	2.5	10,264	5.6
UPHOLSTERERS	1	.4	165	.1
WOODWORKERS	5	2.1	836	.5
TOTAL	239	100.0	183,201	100.0

TABLE 5 DURATION

DURATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
LESS THAN ONE YEAR	3	1.3	950	.5
ONE YEAR	25	10.5	10,873	5.9
BETWEEN ONE AND TWO YEARS	39	16.3	25,542	13.9
TWO YEARS	154	64.4	139,471	76.1
BETWEEN TWO AND THREE YEARS	5	2.1	2,002	1.1
THREE YEARS	9	3.8	3,170	1.7
MORE THAN THREE YEARS	4	1.7	1,193	.7
TOTAL	239	100.0	183,201	100.0

TABLE 6 SIZE OF BARGAINING UNITS COVERED

SIZE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
100 - 199 EMPLOYEES	88	36.8	11,936	6.5
200 - 499 EMPLOYEES	74	31.0	23,172	12.6
500 - 999 EMPLOYEES	32	13.4	21,705	11.8
1,000 OR MORE EMPLOYEES	45	18.8	126,388	69.0
TOTAL	239	100.0	183,201	100.0

TABLE 7 TYPE OF BARGAINING UNIT COVERED*

TYPE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NON-OFFICE EMPLOYEES	167	69.9	107,255	58.5
OFFICE EMPLOYEES	7	2.9	22,324	12.2
PROFESSIONAL EMPLOYEES	15	6.3	17,977	9.8
NON-OFFICE AND OFFICE EMPLOYEES	37	15.5	30,070	16.4
NON-OFFICE AND PROFESSIONAL EMPLOYEES	2	.8	532	.3
OFFICE AND PROFESSIONAL EMPLOYEES	5	2.1	1,857	1.0
NON-OFFICE, OFFICE AND PROFESSIONAL EMPLOYEES	6	2.5	3,186	1.7
TOTAL	239	100.0	183,201	100.0

* For explanation see number 3 in the Definitions at page viii.

TABLE 8 NON-DISCRIMINATION PROVISIONS

NON-DISCRIMINATION PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	48	20.1	23,755	13.0
UNION MEMBERSHIP	92	38.5	78,973	43.1
RACE, RELIGION	1	.4	300	.2
RACE, RELIGION, SEX, AGE	1	.4	100	.1
RACE, RELIGION, UNION MEMBERSHIP	1	.4	100	.1
RACE, RELIGION, UNION MEMBERSHIP, AGE	1	.4	400	.2
RACE, RELIGION, UNION MEMBERSHIP, SEX, AGE	4	1.7	13,195	7.2
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP	2	.8	259	.1
RACE, RELIGION, NATIONALITY, SEX	5	2.1	5,609	3.1
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP, SEX	19	7.9	12,228	6.7
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP, SEX, AGE	7	2.9	4,080	2.2
RACE, RELIGION, NATIONALITY, SEX, AGE	2	.8	298	.2
RACE, RELIGION, UNION MEMBERSHIP, AGE, SEX, MARITAL STATUS	3	1.3	661	.4
RACE, RELIGION, NATIONALITY, SEX, MARITAL STATUS	1	.4	361	.2
RACE, RELIGION, NATIONALITY, SEX, AGE, MARITAL STATUS	2	.8	780	.4
RACE, RELIGION, NATIONALITY, SEX, AGE, UNION MEMBERSHIP, MARITAL STATUS	36	15.1	29,599	16.2
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP, SEX, MARITAL STATUS	5	2.1	3,527	1.9
DISCRIMINATION PROHIBITED BUT TYPES OF DISCRIMINATION NOT SPECIFIED	6	2.5	4,542	2.5
OTHER	3	1.3	4,434	2.4
TOTAL	239	100.0	183,201	100.0

TABLE 9 MANAGEMENTS RIGHTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	8.8	7,876	4.3
GENERAL STATEMENT OF MANAGEMENT RIGHTS	23	9.6	15,307	8.4
ENUMERATED LIST OF MANAGEMENT RIGHTS	39	16.3	19,560	10.7
GENERAL STATEMENT OF MANAGEMENT RIGHTS, WITH RESIDUAL RIGHTS CLAUSE	52	21.8	55,984	30.6
ENUMERATED LIST OF MANAGEMENT RIGHTS, WITH RESIDUAL RIGHTS CLAUSE	104	43.5	84,474	46.1
TOTAL	239	100.0	183,201	100.0

TABLE 10 UNION MEMBERSHIP REQUIREMENTS *

MEMBERSHIP REQUIREMENTS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	64	26.8	48,469	26.5
CLOSED SHOP	43	18.0	41,445	22.6
UNION SHOP	71	29.7	30,098	16.4
MODIFIED UNION SHOP	32	13.4	39,038	21.3
MAINTENANCE OF MEMBERSHIP	17	7.1	13,598	7.4
OTHER	12	5.0	10,553	5.8
TOTAL	239	100.0	183,201	100.0

TABLE 11 CHECK-OFF PAYMENTS

TYPE OF PAYMENT CHECK-OFF	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	1.3	556	.3
DUES CHECK-OFF ONLY	110	46.0	105,418	57.5
DUES AND INITIATION FEES	48	20.1	30,718	16.8
DUES AND ASSESSMENTS	10	4.2	2,507	1.4
DUES AND FINES	2	.8	267	.1
DUES, INITIATION FEES AND ASSESSMENTS	54	22.6	39,566	21.6
DUES, INITIATION FEES AND FINES	3	1.3	2,250	1.2
DUES, ASSESSMENTS AND FINES	2	.8	600	.3
DUES, INITIATION FEES, ASSESSMENTS AND FINES	6	2.5	981	.5
OTHER	1	.4	338	.2
TOTAL	239	100.0	183,201	100.0

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* For explanation see number 4 in the Definitions at page viii.

TABLE 12 UNION DUES CHECK-OFF

CHECK-OFF PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	1.3	556	.3
COMPULSORY FOR ALL EMPLOYEES COVERED BY THE AGREEMENT	177	74.1	149,516	81.6
COMPULSORY FOR EMPLOYEES HIRED AFTER A CERTAIN DATE	3	1.3	5,840	3.2
COMPULSORY FOR UNION MEMBERS	1	.4	300	.2
COMPULSORY FOR NEW EMPLOYEES	16	6.7	4,789	2.6
COMPULSORY FOR UNION MEMBERS AND NEW EMPLOYEES	2	.8	830	.5
VOLUNTARY FOR ALL EMPLOYEES COVERED BY THE AGREEMENT	20	8.4	15,643	8.5
UNION DUES CHECK-OFF BUT NOT SPECIFIED WHETHER COMPULSORY OR VOLUNTARY	16	6.7	5,389	2.9
OTHER	1	.4	338	.2
TOTAL	239	100.0	183,201	100.0

TABLE 13 PROBATIONARY PERIOD FOR NEWLY-HIRED EMPLOYEES

PROBATIONARY PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	45	18.8	50,746	27.7
30 CALENDAR DAYS	19	7.9	9,198	5.0
45 CALENDAR DAYS	2	.8	446	.2
60 CALENDAR DAYS	10	4.2	3,025	1.7
90 CALENDAR DAYS	11	4.6	5,245	2.9
120 CALENDAR DAYS	2	.8	1,569	.9
150 CALENDAR DAYS	1	.4	300	.2
180 CALENDAR DAYS	1	.4	100	.1
15 WORKING DAYS	1	.4	268	.1
25 WORKING DAYS	1	.4	104	.1
30 WORKING DAYS	4	1.7	1,260	.7
40 WORKING DAYS	1	.4	350	.2
45 WORKING DAYS	3	1.3	642	.4
60 WORKING DAYS	14	5.9	6,215	3.4
65 WORKING DAYS	4	1.7	2,612	1.4
90 WORKING DAYS	7	2.9	1,116	.6
120 WORKING DAYS	1	.4	140	.1
10 WEEKS	1	.4	132	.1
2 MONTHS	7	2.9	6,985	3.8
3 MONTHS	34	14.2	27,368	14.9
4 MONTHS	1	.4	450	.2
5 MONTHS	1	.4	280	.2
6 MONTHS	31	13.0	39,243	21.4
12 MONTHS	5	2.1	3,332	1.8
15 MONTHS	1	.4	1,095	.6
VARIES BY OCCUPATION OR CLASSIFICATION	18	7.5	15,655	8.5
DEPENDS ON RELATED EXPERIENCE OR QUALIFICATIONS	3	1.3	2,311	1.3
NOT SPECIFIED	1	.4	230	.1
OTHER	9	3.8	2,784	1.5
TOTAL	239	100.0	183,201	100.0

TABLE 14 TYPE OF SENIORITY UNIT FOR LAYOFFS, PROMOTIONS, TRANSFERS

SENIORITY UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	75	31.4	84,317	46.0
COMPANY	38	15.9	22,800	12.4
PLANT	19	7.9	4,650	2.5
DEPARTMENT	25	10.5	20,799	11.4
JOB OR OCCUPATIONAL CLASSIFICATION	7	2.9	1,284	.7
COMBINATION OF COMPANY AND PLANT	5	2.1	1,082	.6
COMBINATION OF COMPANY AND DEPARTMENT	3	1.3	2,989	1.6
COMBINATION OF COMPANY AND JOB OR OCCUPATIONAL CLASSIFICATION	3	1.3	4,923	2.7
COMBINATION OF PLANT AND DEPARTMENT	22	9.2	8,093	4.4
COMBINATION OF PLANT AND JOB OR OCCUPATIONAL CLASSIFICATION	4	1.7	944	.5
COMBINATION OF DEPARTMENT AND JOB OR OCCUPATIONAL CLASSIFICATION	5	2.1	6,526	3.6
COMPANY, PLANT AND JOB OR OCCUPATIONAL CLASSIFICATION	1	.4	139	.1
PLANT, DEPARTMENT AND JOB OR OCCUPATIONAL CLASSIFICATION	4	1.7	3,796	2.1
NOT SPECIFIED	28	11.7	20,859	11.4
TOTAL	239	100.0	183,201	100.0

TABLE 15 RETENTION OF SENIORITY OR RECALL RIGHTS DURING LAY-OFF

RETENTION PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	92	38.5	96,838	52.9
1 MONTH	2	.8	387	.2
2 MONTHS	2	.8	7,427	4.1
3 MONTHS	2	.8	361	.2
4 MONTHS	1	.4	133	.1
6 MONTHS	57	23.8	41,499	22.7
9 MONTHS	3	1.3	495	.3
12 MONTHS	43	18.0	19,472	10.6
18 MONTHS	3	1.3	749	.4
24 MONTHS	2	.8	1,501	.8
36 MONTHS	1	.4	113	.1
48 MONTHS	1	.4	230	.1
PERIOD RELATED TO LENGTH OF SERVICE, NO MAXIMUM	12	5.0	3,550	1.9
PERIOD RELATED TO LENGTH OF SERVICE, MAXIMUM	6	2.5	1,059	.6
NO REFERENCE TO DURATION OF SENIORITY OR RECALL RIGHTS	10	4.2	8,982	4.9
OTHER	2	.8	405	.2
TOTAL	239	100.0	183,201	100.0

TABLE 16 ADVANCE NOTICE OF LAY-OFF

LENGTH OF NOTICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	128	53.6	107,286	58.6
1 HOURS	10	4.2	14,599	8.0
2 HOURS	2	.8	401	.2
24 HOURS	2	.8	467	.3
36 HOURS	1	.4	1,365	.7
48 HOURS	4	1.7	1,240	.7
2 CALENDAR DAYS	1	.4	136	.1
3 CALENDAR DAYS	3	1.3	634	.3
5 CALENDAR DAYS	1	.4	110	.1
7 CALENDAR DAYS	3	1.3	829	.5
10 CALENDAR DAYS	1	.4	1,400	.8
14 CALENDAR DAYS	18	7.5	20,785	11.3
28 CALENDAR DAYS	1	.4	125	.1
30 CALENDAR DAYS	2	.8	431	.2
2 WORKING DAYS	1	.4	113	.1
3 WORKING DAYS	4	1.7	849	.5
5 WORKING DAYS	10	4.2	3,588	2.0
10 WORKING DAYS	9	3.8	7,104	3.9
14 WORKING DAYS	1	.4	4,299	2.3
15 WORKING DAYS	1	.4	145	.1
20 WORKING DAYS	4	1.7	1,160	.6
30 WORKING DAYS	4	1.7	1,521	.8
1 WEEKS	4	1.7	632	.3
2 WEEKS	2	.8	1,335	.7
4 WEEKS	1	.4	139	.1
VARIES WITH LENGTH OF SERVICE	18	7.5	9,382	5.1
NOT SPECIFIED	1	.4	400	.2
OTHER	2	.8	2,726	1.5
TOTAL	239	100.0	183,201	100.0

TABLE 17 PAY IN LIEU OF NOTICE OF LAY-OFF

AMOUNT OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	167	69.9	137,186	74.9
2 DAYS PAY	1	.4	136	.1
3 DAYS PAY	1	.4	112	.1
5 DAYS PAY	10	4.2	3,421	1.9
10 DAYS PAY	8	3.3	5,644	3.1
14 DAYS PAY	9	3.8	11,953	6.5
15 DAYS PAY	2	.8	377	.2
20 DAYS PAY	1	.4	204	.1
30 DAYS PAY	2	.8	431	.2
ONE WEEKS PAY	1	.4	121	.1
TWO WEEKS PAY	11	4.6	5,777	3.2
VARIES WITH LENGTH OF SERVICE	12	5.0	3,865	2.1
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	.4	1,690	.9
NOT SPECIFIED	4	1.7	1,131	.6
OTHER	9	3.8	11,153	6.1
TOTAL	239	100.0	183,201	100.0

TABLE 18 ADVANCE NOTICE OF TERMINATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	159	66.5	127,928	69.8
PROVISION EXISTS FOR ADVANCE NOTICE ONLY	21	8.8	11,026	6.0
PROVISION EXISTS FOR ADVANCE NOTICE OR PAY IN LIEU OF NOTICE	58	24.3	43,782	23.9
ACCORDING TO LEGISLATION	1	.4	465	.3
TOTAL	239	100.0	183,201	100.0

TABLE 19 JOB POSTING

POSTING PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	90	37.7	91,704	50.1
48 HOURS	2	.8	1,560	.9
50 HOURS	1	.4	104	.1
72 HOURS	1	.4	108	.1
2 CALENDAR DAYS	2	.8	820	.4
3 CALENDAR DAYS	7	2.9	1,524	.8
5 CALENDAR DAYS	17	7.1	7,568	4.1
6 CALENDAR DAYS	14	5.9	13,729	7.5
7 CALENDAR DAYS	23	9.6	17,477	9.5
8 CALENDAR DAYS	7	2.9	11,958	6.5
10 CALENDAR DAYS	4	1.7	1,205	.7
14 CALENDAR DAYS	1	.4	250	.1
2 WORKING DAYS	3	1.3	390	.2
3 WORKING DAYS	10	4.2	2,058	1.1
4 WORKING DAYS	1	.4	365	.2
5 WORKING DAYS	30	12.6	12,942	7.1
6 WORKING DAYS	6	2.5	2,905	1.6
7 WORKING DAYS	3	1.3	1,938	1.1
10 WORKING DAYS	1	.4	153	.1
1 WEEKS	3	1.3	681	.4
NOT SPECIFIED	11	4.6	12,262	6.7
OTHER	2	.8	1,500	.8
TOTAL	239	100.0	183,201	100.0

TABLE 20 ROLE OF SENIORITY IN PROMOTIONS

SENIORITY IN PROMOTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	82	34.3	87,207	47.6
SOLE FACTOR	3	1.3	1,900	1.0
PRIMARY FACTOR	42	17.6	11,965	6.5
SECONDARY FACTOR	87	36.4	58,674	32.0
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	24	10.0	22,861	12.5
OTHER	1	.4	594	.3
TOTAL	239	100.0	183,201	100.0

TABLE 21 ROLE OF SENIORITY IN TRANSFERS

SENIORITY IN TRANSFERS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	108	45.2	95,555	52.2
SOLE FACTOR	5	2.1	4,751	2.6
PRIMARY FACTOR	34	14.2	13,175	7.2
SECONDARY FACTOR	61	25.5	44,130	24.1
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	31	13.0	25,590	14.0
TOTAL	239	100.0	183,201	100.0

TABLE 22 ROLE OF SENIORITY IN LAY-OFFS

SENIORITY IN LAY-OFFS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	65	27.2	78,436	42.8
SOLE FACTOR	51	21.3	31,112	17.0
PRIMARY FACTOR	68	28.5	39,828	21.7
SECONDARY FACTOR	47	19.7	25,411	13.9
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	8	3.3	8,414	4.6
TOTAL	239	100.0	183,201	100.0

TABLE 23 EMPLOYEE GRIEVANCE - INITIAL PRESENTATION

GRIEVANCE PRESENTED BY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	1.3	397	.2
EMPLOYEE ONLY	30	12.6	37,465	20.5
UNION REPRESENTATIVE ONLY	15	6.3	17,258	9.4
EMPLOYEES WITH OR WITHOUT UNION REPRESENTATIVE	166	69.5	107,051	58.4
UNION ONLY	8	3.3	3,597	2.0
EMPLOYEE OR UNION REPRESENTATIVE	8	3.3	12,892	7.0
GRIEVANCE COMMITTEE ONLY	6	2.5	3,602	2.0
CHOICE BETWEEN SEVERAL PROCEDURES	2	.8	289	.2
OTHER	1	.4	650	.4
TOTAL	239	100.0	183,201	100.0

TABLE 24 SPECIAL GRIEVANCE PROCEDURE - DISCIPLINE & DISMISSAL CASES

SPECIAL PROCEDURE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	140	58.6	110,099	60.1
NUMBER OF STEPS IN THE GRIEVANCE PROCEDURE IS REDUCED	68	28.5	63,646	34.7
DURATION OF DELAYS BETWEEN STEPS IS REDUCED	18	7.5	6,339	3.5
NUMBER OF STEPS AND DURATION OF DELAYS BETWEEN STEPS IS REDUCED	7	2.9	2,090	1.1
OTHER	6	2.5	1,027	.6
TOTAL	239	100.0	183,201	100.0

TABLE 25 GRIEVANCE ARBITRATION - NUMBER OF ARBITRATORS

NUMBER OF ARBITRATORS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	.8	773	.4
SPECIFIC PROVISION FOR SINGLE ARBITRATOR	41	17.2	17,680	9.7
SPECIFIC PROVISION FOR PANEL/BOARD OF ARBITRATORS	125	52.3	94,310	51.5
PROVISION FOR SINGLE ARBITRATOR OR BOARD OF ARBITRATORS	71	29.7	70,438	38.4
TOTAL	239	100.0	183,201	100.0

TABLE 26 SCHEDULED WORK-WEEK (NUMBER OF DAYS)

DAYS PER WEEK	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	1.7	1,807	1.0
FOUR DAYS A WEEK	3	1.3	2,581	1.4
FIVE DAYS A WEEK	196	82.0	145,589	79.5
WORK DAYS VARY FOR DIFFERENT GROUPS OF EMPLOYEES	14	5.9	10,989	6.0
WORK DAYS VARY FOR DIFFERENT SEASONS OR OTHER PERIODS	3	1.3	907	.5
WORK DAYS NOT SPECIFIED OR CANNOT BE DETERMINED	18	7.5	17,029	9.3
OTHER	1	.4	4,299	2.3
TOTAL	239	100.0	183,201	100.0

TABLE 27 STANDARD DAILY HOURS *

NUMBER OF HOURS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	1.7	1,807	1.0
6-3/4 HOURS	1	.4	150	.1
7 HOURS	7	2.9	3,894	2.1
7-1/4 HOURS	1	.4	993	.5
7-3/10 HOURS	1	.4	121	.1
7-1/2 HOURS	14	5.9	15,067	8.2
7-3/4 HOURS	27	11.3	29,400	16.0
8 HOURS	120	50.2	72,093	39.4
9-1/2 HOURS	2	.8	2,281	1.2
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	46	19.2	46,784	25.5
VARIES FOR DIFFERENT SEASONS	7	2.9	3,537	1.9
NOT SPECIFIED	8	3.3	6,941	3.8
OTHER	1	.4	133	.1
TOTAL	239	100.0	183,201	100.0

* For explanation see number 5 in the Definitions at page viii.

TABLE 28 STANDARD OR AVERAGE WEEKLY HOURS

NUMBER OF HOURS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	1.3	1,650	.9
33-3/4 HOURS	1	.4	150	.1
35 HOURS	9	3.8	7,032	3.8
36-1/4 HOURS	3	1.3	1,358	.7
36-1/2 HOURS	1	.4	121	.1
37 HOURS	6	2.5	3,080	1.7
37-1/3 HOURS	1	.4	140	.1
37-1/2 HOURS	15	6.3	12,531	6.8
38 HOURS	4	1.7	5,668	3.1
38-3/4 HOURS	22	9.2	22,813	12.5
40 HOURS	124	51.9	74,010	40.4
42 HOURS	1	.4	150	.1
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	42	17.6	46,980	25.6
VARIES FOR DIFFERENT SEASONS	1	.4	785	.4
NOT SPECIFIED	5	2.1	2,434	1.3
OTHER	1	.4	4,299	2.3
TOTAL	239	100.0	183,201	100.0

TABLE 29 PAID MEAL PERIOD PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	151	63.2	98,812	53.9
MEAL PERIOD PAID TO ALL EMPLOYEES DURING REGULAR WORK SCHEDULE	6	2.5	2,856	1.6
MEAL PERIOD PAID ON THREE SHIFT OPERATIONS	4	1.7	641	.3
MEAL PERIOD PAID ON 2ND SHIFT ONLY	1	.4	785	.4
MEAL PERIOD PAID ON 3RD SHIFT ONLY	1	.4	111	.1
MEAL PERIOD PAID ON CALL-IN OR CALL-BACK WORK	1	.4	2,100	1.1
MEAL PERIOD PAID ON OVERTIME WORK	46	19.2	37,683	20.6
REGULAR SCHEDULE AND OVERTIME	1	.4	2,200	1.2
THREE SHIFTS AND OVERTIME	2	.8	380	.2
2ND AND 3RD SHIFTS	2	.8	213	.1
THREE SHIFTS CALL-IN CALL-BACK OVERTIME	1	.4	520	.3
2ND AND 3RD SHIFT AND OVERTIME	5	2.1	1,584	.9
PROVISIONS EXIST FOR PAID MEAL PERIOD, CANNOT DETERMINE WHICH CODE APPLIES	2	.8	2,842	1.6
OTHER	16	6.7	32,474	17.7
TOTAL	239	100.0	183,201	100.0

TABLE 30 COMPRESSED WORK WEEK AND FLEXTIME

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	166	69.5	93,504	51.0
PROVISION FOR FLEX-TIME	11	4.6	12,940	7.1
PROVISION FOR COMPRESSED WORK-WEEK	28	11.7	26,020	14.2
PROVISION FOR BOTH FLEX-TIME AND COMPRESSED WORK-WEEK	33	13.8	49,052	26.8
OTHER	1	.4	1,685	.9
TOTAL	239	100.0	183,201	100.0

TABLE 31 OVERTIME RATE AFTER SCHEDULED DAILY HOURS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	2.1	951	.5
TIME AND ONE-HALF	32	13.4	12,006	6.6
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 1 HOURS	4	1.7	911	.5
DOUBLE TIME AFTER 2 HOURS	46	19.2	27,231	14.9
DOUBLE TIME AFTER 3 HOURS	11	4.6	7,874	4.3
DOUBLE TIME AFTER 4 HOURS	10	4.2	2,373	1.3
DOUBLE TIME AFTER 5 HOURS	2	.8	1,296	.7
INCREASED RATE VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	4	1.7	1,929	1.1
OTHER	1	.4	240	.1
TIME AND THREE-QUARTERS	1	.4	1,036	.6
DOUBLE TIME	53	22.2	40,842	22.3
DOUBLE TIME INCREASED TO TRIPLE TIME AFTER 4 HOURS	1	.4	442	.2
EQUIV. TIME OFF OR PAY AT STRAIGHT TIME	1	.4	584	.3
EQUIVALENT TIME OFF OR PAY AT 1.50 TIME	1	.4	520	.3
1.00 TIME OFF OR PAY @ 1.50 INCREASED TO				
2.00 TIME/PAY AFTER 2 HOURS	1	.4	1,563	.9
2.00 TIME/PAY AFTER 3 HOURS	1	.4	240	.1
2.00 TIME/PAY AFTER 5 HOURS	1	.4	139	.1
OTHER	2	.8	1,092	.6
1.50 TIME OFF OR PAY AT 1.50 TIME	2	.8	966	.5
1.50 TIME OFF OR PAY @ 1.50 INCREASED TO				
2.00 TIME/PAY AFTER 2 HOURS	17	7.1	32,140	17.5
2.00 TIME/PAY AFTER 3 HOURS	7	2.9	11,812	6.4
2.00 TIME/PAY AFTER 4 HOURS	2	.8	430	.2
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	13	5.4	8,212	4.5
2.00 TIME OFF OR PAY @ 2.00 INCREASED TO OTHER	1	.4	121	.1
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	9	3.8	10,730	5.9
NOT SPECIFIED	1	.4	142	.1
OTHER	10	4.2	17,379	9.5
TOTAL	239	100.0	183,201	100.0

TABLE 32 OVERTIME RATE AFTER SCHEDULED WEEKLY HOURS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	114	47.7	94,996	51.9
STRAIGHT TIME	2	.8	760	.4
TIME AND ONE-HALF	38	15.9	10,434	5.7
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 1 HOURS	2	.8	500	.3
DOUBLE TIME AFTER 2 HOURS	12	5.0	7,800	4.3
DOUBLE TIME AFTER 3 HOURS	1	.4	120	.1
DOUBLE TIME AFTER 4 HOURS	2	.8	1,650	.9
DOUBLE TIME AFTER 5 HOURS	1	.4	613	.3
DOUBLE TIME AFTER 8 HOURS	1	.4	165	.1
DOUBLE TIME AFTER 10 HOURS	1	.4	132	.1
INCREASED RATE VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	.4	240	.1
TIME AND THREE-QUARTERS	1	.4	1,036	.6
DOUBLE TIME	41	17.2	40,075	21.9
EQUIV. TIME OFF OR PAY AT STRAIGHT TIME	1	.4	584	.3
EQUIVALENT TIME OFF OR PAY AT 1.50 TIME	1	.4	520	.3
1.50 TIME OFF OR PAY AT 1.50 TIME	7	2.9	6,693	3.7
1.50 TIME OFF OR PAY @ 1.50 INCREASED TO				
2.00 TIME/PAY AFTER 3 HOURS	1	.4	108	.1
2.00 TIME/PAY AFTER 4 HOURS	1	.4	250	.1
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	4	1.7	1,854	1.0
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	2	.8	2,476	1.4
OTHER	5	2.1	12,195	6.7
TOTAL	239	100.0	183,201	100.0

TABLE 33 OVERTIME RATE FOR SATURDAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	158	66.1	124,104	67.7
TIME AND ONE-HALF	14	5.9	4,173	2.3
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 4 HOURS	10	4.2	2,828	1.5
DOUBLE TIME AFTER 6 HOURS	2	.8	1,500	.8
DOUBLE TIME AFTER 8 HOURS	1	.4	300	.2
INCREASED RATE VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	.4	240	.1
DOUBLE TIME	42	17.6	42,499	23.2
DOUBLE TIME INCREASED TO				
TRIPLE TIME AFTER 4 HOURS	1	.4	442	.2
OTHER	1	.4	136	.1
1.50 TIME OFF OR PAY AT 1.50 TIME	2	.8	431	.2
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	1	.4	146	.1
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	3	1.3	2,921	1.6
OTHER	3	1.3	3,481	1.9
TOTAL	239	100.0	183,201	100.0

TABLE 34 OVERTIME RATE FOR SUNDAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	128	53.6	110,100	60.1
TIME AND ONE-HALF	8	3.3	2,400	1.3
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 4 HOURS	2	.8	204	.1
DOUBLE TIME	87	36.4	62,491	34.1
DOUBLE TIME INCREASED TO				
TRIPLE TIME AFTER 4 HOURS	1	.4	442	.2
TRIPLE TIME AFTER 6 HOURS	1	.4	240	.1
DOUBLE TIME AND ONE-HALF	2	.8	726	.4
DOUBLE TIME AND ONE-HALF INCREASED TO OTHER	1	.4	136	.1
1.50 TIME OFF OR PAY AT 1.50 TIME	2	.8	431	.2
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	2	.8	426	.2
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	2	.8	2,621	1.4
OTHER	3	1.3	2,984	1.6
TOTAL	239	100.0	183,201	100.0

TABLE 35 OVERTIME RATE ON SIXTH DAY (NOT SCHEDULED) *

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	124	51.9	78,288	42.7
TIME AND ONE-HALF	22	9.2	8,761	4.8
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 2 HOURS	5	2.1	3,853	2.1
DOUBLE TIME AFTER 3 HOURS	3	1.3	5,136	2.8
DOUBLE TIME AFTER 4 HOURS	1	.4	165	.1
DOUBLE TIME AFTER 6 HOURS	3	1.3	940	.5
DOUBLE TIME AFTER 7 3/4 HOURS	1	.4	128	.1
DOUBLE TIME AFTER 8 HOURS	1	.4	512	.3
INCREASED RATE VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	.4	240	.1
OTHER	1	.4	535	.3
TIME AND THREE-QUARTERS	1	.4	1,036	.6
DOUBLE TIME	31	13.0	22,721	12.4
EQUIVALENT TIME OFF OR PAY AT 1.50 TIME	2	.8	563	.3
1.00 TIME OFF OR PAY @ 1.50 INCREASED TO OTHER	2	.8	1,092	.6
1.50 TIME OFF OR PAY AT 1.50 TIME	13	5.4	27,064	14.8
1.50 TIME OFF OR PAY @ 1.50 INCREASED TO				
2.00 TIME/PAY AFTER 2 HOURS	2	.8	4,922	2.7
2.00 TIME/PAY AFTER 3 HOURS	1	.4	1,690	.9
2.00 TIME/PAY AFTER 4 HOURS	1	.4	250	.1
2.00 TIME/PAY AFTER 7 1/4 HOURS	1	.4	232	.1
2.00 TIME/PAY AFTER 7 3/4 HOURS	4	1.7	9,886	5.4
INCREASED RATE VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	.4	126	.1
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	8	3.3	5,710	3.1
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	4	1.7	2,740	1.5
OTHER	6	2.5	6,611	3.6
TOTAL	239	100.0	183,201	100.0

* For explanation see number 6 in the Definitions at page viii.

TABLE 36 OVERTIME RATE ON SEVENTH DAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	123	51.5	77,342	42.2
TIME AND ONE-HALF	9	3.8	1,641	.9
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 2 HOURS	4	1.7	3,748	2.0
DOUBLE TIME AFTER 3 HOURS	3	1.3	5,136	2.8
DOUBLE TIME AFTER 7 3/4 HOURS	1	.4	128	.1
TIME AND THREE-QUARTERS	1	.4	1,036	.6
DOUBLE TIME	52	21.8	33,452	18.3
DOUBLE TIME INCREASED TO TRIPLE TIME AFTER 6 HOURS	1	.4	240	.1
EQUIVALENT TIME OFF OR PAY AT 1.50 TIME	1	.4	323	.2
1.50 TIME OFF OR PAY @ 1.50 INCREASED TO				
2.00 TIME/PAY AFTER 4 HOURS	1	.4	250	.1
2.00 TIME/PAY AFTER 7 3/4 HOURS	4	1.7	9,886	5.4
DOUBLE TIME OFF OR PAY AT 1.50 TIME	5	2.1	7,200	3.9
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	21	8.8	32,200	17.6
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	4	1.7	2,740	1.5
OTHER	9	3.8	7,879	4.3
TOTAL	239	100.0	183,201	100.0

TABLE 37 PAYMENT FOR OR SUPPLY OF MEALS

AMOUNT OF PAYMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	147	61.5	111,605	60.9
$ 2.50 PER MEAL PAID AFTER 2 HOURS OF OVERTIME	1	.4	165	.1
$ 3.00 PER MEAL PAID AFTER 4 HOURS OF OVERTIME	1	.4	2,400	1.3
$ 3.50 PER MEAL PAID AFTER 2 HOURS OF OVERTIME	1	.4	379	.2
$ 4.00 PER MEAL PAID AFTER 3 HOURS OF OVERTIME	1	.4	100	.1
$ 4.50 PER MEAL PAID AFTER 4 HOURS OF OVERTIME	1	.4	240	.1
$ 5.00 PER MEAL PAID AFTER 2 HOURS OF OVERTIME	2	.8	404	.2
$ 5.50 PER MEAL PAID AFTER 2 HOURS OF OVERTIME	1	.4	336	.2
$ 6.50 PER MEAL PAID AFTER 2 HOURS OF OVERTIME	3	1.3	7,537	4.1
$ 7.50 PER MEAL PAID AFTER 2 HOURS OF OVERTIME	1	.4	139	.1
$ 8.00 PER MEAL PAID AFTER 4 HOURS OF OVERTIME	1	.4	190	.1
$ 9.00 PER MEAL PAID AFTER 4 HOURS OF OVERTIME	1	.4	204	.1
$ 3.25 PER MEAL PAID OR SUPPLIED AFTER 3 HOURS OF OVERTIME	1	.4	1,155	.6
$ 4.00 PER MEAL PAID OR SUPPLIED AFTER 2 HOURS OF OVERTIME	1	.4	153	.1
$ 4.75 PER MEAL PAID OR SUPPLIED AFTER 2 HOURS OF OVERTIME	1	.4	125	.1
$ 5.00 PER MEAL PAID OR SUPPLIED AFTER				
1 HOURS OF OVERTIME	1	.4	158	.1
1-1/2 HOURS OF OVERTIME	1	.4	1,365	.7
2 HOURS OF OVERTIME	4	1.7	529	.3
5 HOURS OF OVERTIME	1	.4	1,120	.6
UNSPECIFIED HOURS	1	.4	613	.3
$ 5.75 PER MEAL PAID OR SUPPLIED AFTER 2 HOURS OF OVERTIME	1	.4	140	.1
$ 7.00 PER MEAL PAID OR SUPPLIED AFTER 2 HOURS OF OVERTIME	1	.4	176	.1
$ 8.00 PER MEAL PAID OR SUPPLIED AFTER				
1 HOURS OF OVERTIME	1	.4	230	.1
2 HOURS OF OVERTIME	1	.4	240	.1
AMOUNT NOT SPECIFIED, PAID AFTER 2 HOURS OF OVERTIME	2	.8	600	.3

CONTINUED...

TABLE 37 PAYMENT FOR OR SUPPLY OF MEALS
(...CONTINUED)

AMOUNT OF PAYMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
MEALS FURNISHED BY EMPLOYER AFTER				
1 HOURS OF OVERTIME	1	.4	925	.5
2 HOURS OF OVERTIME	48	20.1	38,214	20.9
2-1/2 HOURS OF OVERTIME	2	.8	2,000	1.1
3 HOURS OF OVERTIME	1	.4	131	.1
4 HOURS OF OVERTIME	1	.4	650	.4
UNSPECIFIED HOURS	2	.8	1,100	.6
OTHER	6	2.5	9,878	5.4
TOTAL	239	100.0	183,201	100.0

TABLE 38 RIGHT TO REFUSE OVERTIME

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	170	71.1	142,066	77.5
PROVISION EXISTS	69	28.9	41,135	22.5
TOTAL	239	100.0	183,201	100.0

TABLE 39 PREMIUM PAY FOR WORK ON SCHEDULED SATURDAY

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	197	82.4	137,174	74.9
CENTS PER HOUR				
25.0 CENTS	5	2.1	3,031	1.7
27.0 CENTS	1	.4	200	.1
30.0 CENTS	1	.4	153	.1
35.0 CENTS	2	.8	305	.2
50.0 CENTS	19	7.9	26,072	14.2
125.0 CENTS	1	.4	167	.1
FLAT AMOUNT PER SHIFT				
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	.4	361	.2
TIME RATE PAYMENT				
TIME AND ONE-HALF	4	1.7	3,237	1.8
DOUBLE TIME	2	.8	738	.4
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	.4	3,644	2.0
OTHER RATE PAYMENT	1	.4	2,700	1.5
NOT SPECIFIED	1	.4	300	.2
OTHER	3	1.3	5,119	2.8
TOTAL	239	100.0	183,201	100.0

TABLE 40 PREMIUM PAY FOR WORK ON SCHEDULED SUNDAY

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	175	73.2	116,463	63.6
CENTS PER HOUR				
25.0 CENTS	4	1.7	1,341	.7
27.0 CENTS	1	.4	200	.1
30.0 CENTS	2	.8	1,843	1.0
35.0 CENTS	2	.8	305	.2
40.0 CENTS	1	.4	800	.4
45.0 CENTS	1	.4	300	.2
50.0 CENTS	20	8.4	28,472	15.5
75.0 CENTS	1	.4	121	.1
100.0 CENTS	1	.4	220	.1
125.0 CENTS	4	1.7	907	.5
FLAT AMOUNT PER SHIFT				
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	.4	361	.2
TIME RATE PAYMENT				
TIME AND ONE-QUARTER	1	.4	1,586	.9
TIME AND ONE-HALF	6	2.5	9,984	5.4
DOUBLE TIME	10	4.2	5,767	3.1
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	2	.8	4,133	2.3
OTHER RATE PAYMENT	1	.4	2,700	1.5
NOT SPECIFIED	2	.8	1,985	1.1
OTHER	4	1.7	5,713	3.1
TOTAL	239	100.0	183,201	100.0

TABLE 41 SECOND SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	37	15.5	13,348	7.3
CENTS PER HOUR				
15.0 CENTS	1	.4	627	.3
20.0 CENTS	2	.8	759	.4
23.0 CENTS	2	.8	599	.3
25.0 CENTS	11	4.6	2,140	1.2
26.0 CENTS	2	.8	624	.3
28.0 CENTS	1	.4	584	.3
30.0 CENTS	8	3.3	3,742	2.0
31.0 CENTS	3	1.3	551	.3
35.0 CENTS	14	5.9	7,739	4.2
37.0 CENTS	1	.4	121	.1
37.5 CENTS	1	.4	258	.1
38.0 CENTS	1	.4	180	.1
40.0 CENTS	15	6.3	14,292	7.8
44.0 CENTS	1	.4	108	.1
45.0 CENTS	7	2.9	4,577	2.5
50.0 CENTS	11	4.6	19,792	10.8
52.0 CENTS	1	.4	1,400	.8
54.0 CENTS	2	.8	440	.2
55.0 CENTS	6	2.5	774	.4
57.0 CENTS	4	1.7	2,399	1.3
58.0 CENTS	1	.4	465	.3
59.0 CENTS	1	.4	130	.1
60.0 CENTS	5	2.1	8,068	4.4
72.0 CENTS	1	.4	112	.1
74.0 CENTS	1	.4	239	.1
75.0 CENTS	20	8.4	17,973	9.8
78.0 CENTS	1	.4	361	.2
90.0 CENTS	1	.4	140	.1
100.0 CENTS	23	9.6	16,011	8.7
150.0 CENTS	1	.4	195	.1
200.0 CENTS	1	.4	276	.2
345.0 CENTS	1	.4	220	.1
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	2	.8	1,140	.6
PER CENT OF WAGES				
4.0 PER CENT	1	.4	1,036	.6
4.5 PER CENT	1	.4	190	.1
6.0 PER CENT	1	.4	277	.2
9.0 PER CENT	1	.4	108	.1
12.5 PER CENT	1	.4	300	.2
15.0 PER CENT	22	9.2	34,440	18.8
20.0 PER CENT	1	.4	400	.2
25.0 PER CENT	1	.4	125	.1
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	.4	187	.1
TIME DIFFERENTIAL				
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	.4	421	.2
TIME DIFFERENTIAL AND CENTS PER HOUR	2	.8	760	.4
NOT SPECIFIED	5	2.1	2,609	1.4
OTHER	11	4.6	21,964	12.0
TOTAL	239	100.0	183,201	100.0

TABLE 42 THIRD SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	37	15.5	11,179	6.1
CENTS PER HOUR				
15.0 CENTS	1	.4	785	.4
22.0 CENTS	1	.4	165	.1
23.0 CENTS	1	.4	379	.2
25.0 CENTS	6	2.5	1,967	1.1
30.0 CENTS	3	1.3	983	.5
31.0 CENTS	3	1.3	835	.5
32.0 CENTS	2	.8	298	.2
34.0 CENTS	1	.4	615	.3
35.0 CENTS	17	7.1	10,889	5.9
37.0 CENTS	3	1.3	745	.4
37.5 CENTS	1	.4	258	.1
38.0 CENTS	1	.4	180	.1
40.0 CENTS	14	5.9	13,409	7.3
45.0 CENTS	6	2.5	5,270	2.9
46.0 CENTS	1	.4	220	.1
50.0 CENTS	13	5.4	20,671	11.3
52.0 CENTS	1	.4	1,400	.8
55.0 CENTS	4	1.7	499	.3
60.0 CENTS	8	3.3	1,733	.9
65.0 CENTS	2	.8	7,427	4.1
73.0 CENTS	4	1.7	2,399	1.3
74.0 CENTS	1	.4	239	.1
75.0 CENTS	23	9.6	18,492	10.1
78.0 CENTS	1	.4	361	.2
80.0 CENTS	1	.4	108	.1
90.0 CENTS	2	.8	490	.3
95.0 CENTS	2	.8	440	.2
100.0 CENTS	23	9.6	15,381	8.4
103.0 CENTS	1	.4	465	.3
150.0 CENTS	1	.4	195	.1
200.0 CENTS	1	.4	276	.2
345.0 CENTS	1	.4	220	.1
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	2	.8	1,140	.6
FLAT AMOUNT PER MONTH				
$55.00 PER MONTH	1	.4	350	.2
PER CENT OF WAGES				
6.0 PER CENT	1	.4	277	.2
7.0 PER CENT	1	.4	1,036	.6
9.0 PER CENT	1	.4	108	.1
12.5 PER CENT	1	.4	300	.2
15.0 PER CENT	10	4.2	5,661	3.1
20.0 PER CENT	13	5.4	29,179	15.9
25.0 PER CENT	1	.4	125	.1
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	.4	187	.1
TIME DIFFERENTIAL				
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	.4	421	.2
TIME DIFFERENTIAL AND CENTS PER HOUR	3	1.3	871	.5
NOT SPECIFIED	4	1.7	2,509	1.4
OTHER	12	5.0	22,064	12.0
TOTAL	239	100.0	183,201	100.0

TABLE 43 SPLIT SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	221	92.5	168,287	91.9
CENTS PER HOUR				
15.0 CENTS	1	.4	520	.3
20.0 CENTS	1	.4	489	.3
25.0 CENTS	1	.4	108	.1
30.0 CENTS	2	.8	481	.3
38.0 CENTS	1	.4	113	.1
40.0 CENTS	1	.4	300	.2
50.0 CENTS	3	1.3	698	.4
60.0 CENTS	1	.4	121	.1
64.0 CENTS	1	.4	350	.2
FLAT AMOUNT PER SHIFT				
$ 2.00 PER SHIFT	1	.4	3,156	1.7
$12.50 PER SHIFT	1	.4	400	.2
PER CENT OF WAGES				
15.0 PER CENT	1	.4	2,608	1.4
NOT SPECIFIED	2	.8	3,885	2.1
OTHER	1	.4	1,685	.9
TOTAL	239	100.0	183,201	100.0

TABLE 44 PREMIUM PAY FOR DIRTY WORK

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	228	95.4	173,741	94.8
CENTS PER HOUR				
35 CENTS	2	.8	4,038	2.2
40 CENTS	1	.4	2,700	1.5
50 CENTS	3	1.3	516	.3
75 CENTS	1	.4	105	.1
PER CENT OF WAGES				
10.0 PER CENT	1	.4	650	.4
OTHER	3	1.3	1,451	.8
TOTAL	239	100.0	183,201	100.0

TABLE 45 PREMIUM PAY FOR HAZARDOUS WORK

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	203	84.9	128,115	69.9
CENTS PER HOUR				
15 CENTS	2	.8	620	.3
25 CENTS	2	.8	4,500	2.5
35 CENTS	1	.4	3,644	2.0
50 CENTS	4	1.7	4,127	2.3
60 CENTS	1	.4	475	.3
70 CENTS	1	.4	2,700	1.5
75 CENTS	2	.8	621	.3
125 CENTS	1	.4	105	.1
FLAT AMOUNT PER SHIFT				
$ 5.00 PER SHIFT	1	.4	594	.3
PER CENT OF WAGES				
5.0 PER CENT	1	.4	200	.1
10.0 PER CENT	1	.4	2,608	1.4
TIME RATE PAYMENT				
TIME AND ONE-HALF	1	.4	1,400	.8
DOUBLE TIME	1	.4	800	.4
DOUBLE TIME AND ONE-HALF	1	.4	4,271	2.3
NOT SPECIFIED	2	.8	1,500	.8
OTHER	14	5.9	26,921	14.7
TOTAL	239	100.0	183,201	100.0

TABLE 46 PREMIUM PAY FOR ABNORMAL WORKING CONDITIONS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	204	85.4	154,253	84.2
CENTS PER HOUR				
15 CENTS	1	.4	120	.1
40 CENTS	1	.4	2,700	1.5
55 CENTS	1	.4	276	.2
60 CENTS	1	.4	240	.1
63 CENTS	2	.8	1,569	.9
65 CENTS	1	.4	336	.2
100 CENTS	2	.8	830	.5
550 CENTS	1	.4	122	.1
750 CENTS	1	.4	105	.1
PER CENT OF WAGES				
2.0 PER CENT	1	.4	300	.2
TIME RATE PAYMENT				
DOUBLE TIME	1	.4	2,608	1.4
NOT SPECIFIED	2	.8	575	.3
OTHER	20	8.4	19,167	10.5
TOTAL	239	100.0	183,201	100.0

TABLE 47 STAND-BY OR ON-CALL ADJUSTMENTS

PAY PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	172	72.0	111,491	60.9
PROVISION EXISTS	67	28.0	71,710	39.1
TOTAL	239	100.0	183,201	100.0

TABLE 48 REPORTING PAY GUARANTEES

MINIMUM GUARANTEE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	72	30.1	50,575	27.6
2.0 HOURS OF WORK OR PAY	30	12.6	30,675	16.7
3.0 HOURS OF WORK OR PAY	29	12.1	38,920	21.2
4.0 HOURS OF WORK OR PAY	61	25.5	23,479	12.8
8.0 HOURS OF WORK OR PAY	4	1.7	533	.3
GRADUATED PAYMENTS	37	15.5	35,919	19.6
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	4	1.7	2,500	1.4
OTHER	2	.8	600	.3
TOTAL	239	100.0	183,201	100.0

TABLE 49 CALL-BACK PAY GUARANTEE

MINIMUM GUARANTEE AND RATE OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	54	22.6	25,004	13.6
MINIMUM OF 1.0 HOURS AT DOUBLE TIME	1	.4	2,608	1.4
MINIMUM OF 2.0 HOURS AT				
STRAIGHT TIME	1	.4	1,033	.6
TIME AND ONE-HALF	10	4.2	4,792	2.6
DOUBLE TIME	31	13.0	44,517	24.3
MINIMUM OF 2.5 HOURS AT DOUBLE TIME	1	.4	338	.2
MINIMUM OF 3.0 HOURS AT				
STRAIGHT TIME	2	.8	749	.4
TIME AND ONE-HALF	4	1.7	1,792	1.0
DOUBLE TIME	1	.4	105	.1
MINIMUM OF 4.0 HOURS AT				
STRAIGHT TIME	5	2.1	2,358	1.3
TIME AND ONE-HALF	6	2.5	1,752	1.0
TIME AND THREE-QUARTERS	1	.4	1,036	.6
DOUBLE TIME	7	2.9	914	.5
MINIMUM OF 2.0 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	9	3.8	6,841	3.7
MINIMUM OF 3.0 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	13	5.4	30,557	16.7
MINIMUM OF 4.0 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	18	7.5	9,504	5.2
MINIMUM OF 5.0 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	1	.4	1,095	.6
MINIMUM OF 1.0 HOURS AT APPLICABLE OVERTIME RATE	3	1.3	468	.3
MINIMUM OF 2.0 HOURS AT APPLICABLE OVERTIME RATE	21	8.8	20,054	10.9
MINIMUM OF 3.0 HOURS AT APPLICABLE OVERTIME RATE	13	5.4	12,275	6.7
MINIMUM OF 4.0 HOURS AT APPLICABLE OVERTIME RATE	17	7.1	4,532	2.5
MINIMUM OF 5.0 HOURS AT APPLICABLE OVERTIME RATE	1	.4	465	.3
MINIMUM OF 2.0 HOURS, RATE NOT SPECIFIED	1	.4	615	.3
MINIMUM OF 3.0 HOURS, RATE NOT SPECIFIED	1	.4	350	.2
MINIMUM OF 4.0 HOURS, RATE NOT SPECIFIED	1	.4	125	.1
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	4	1.7	2,188	1.2
OTHER	12	5.0	7,134	3.9
TOTAL	239	100.0	183,201	100.0

TABLE 50 WAGE OR EMPLOYMENT GUARANTEES

GUARANTEE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	223	93.3	172,052	93.9
WEEKLY WORK OR WAGE GUARANTEE	6	2.5	3,732	2.0
WEEKLY GUARANTEE, LIMITED TO SPECIFIED NUMBER OF EMPL. OR OCCUPATIONAL GROUPS	5	2.1	3,445	1.9
BIWEEKLY GUARANTEE, LIMITED TO SPECIFIED NUMBER OF EMPL. OR OCCUPATIONAL GROUPS	1	.4	1,586	.9
MONTHLY GUARANTEE, LIMITED TO SPECIFIED NUMBER OF EMPL. OR OCCUPATIONAL GROUPS	1	.4	112	.1
GUARANTEED WORK OR PAY VARIES BY OCCUPATIONAL GROUP	1	.4	1,685	.9
OTHER	2	.8	589	.3
TOTAL	239	100.0	183,201	100.0

TABLE 51 PAY ON TEMPORARY TRANSFERS TO LOWER-RATED JOBS

RATE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	153	64.0	144,926	79.1
EMPLOYEE RETAINS HIS RATE FOR DURATION OF TRANSFER	77	32.2	36,142	19.7
EMPLOYEE RETAINS HIS RATE ONLY FOR A SPECIFED PERIOD	7	2.9	1,668	.9
OTHER	2	.8	465	.3
TOTAL	239	100.0	183,201	100.0

TABLE 52 PAY ON TEMPORARY TRANSFERS TO HIGHER-RATED JOBS

RATE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	64	26.8	42,529	23.2
EMPLOYEE PAID HIGHER RATE FOR DURATION OF TRANSFER	38	15.9	25,250	13.8
EMPLOYEE PAID HIGHER RATE ONLY AFTER A SPECIFIED PERIOD	131	54.8	108,870	59.4
EMPLOYEE PAID HIGHER RATE FROM START OF TRANSFER OR AFTER A PERIOD OF TIME	3	1.3	5,170	2.8
OTHER	3	1.3	1,382	.8
TOTAL	239	100.0	183,201	100.0

TABLE 53 PAID REST OR RELIEF PERIODS

DAILY TIME ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	68	28.5	39,600	21.6
1 PERIOD 15 MINUTES EACH	1	.4	150	.1
2 PERIODS, 10 MINUTES EACH	55	23.0	43,886	24.0
2 PERIODS, 15 MINUTES EACH	84	35.1	81,678	44.6
2 PERIODS, 20 MINUTES EACH	3	1.3	2,426	1.3
2 PERIODS, DURATION VARIES FOR MORNING AND AFTERNOON	2	.8	2,984	1.6
2 PERIODS, DURATION NOT SPECIFIED	11	4.6	3,845	2.1
PERIODS AND DURATION NOT SPECIFIED	5	2.1	2,046	1.1
OTHER	10	4.2	6,586	3.6
TOTAL	239	100.0	183,201	100.0

TABLE 54 PAID CLEAN-UP OR CLOTHES CHANGING TIME

DAILY TIME ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	206	86.2	156,965	85.7
1 PERIOD 5 MINUTES EACH	15	6.3	10,817	5.9
1 PERIOD 15 MINUTES EACH	1	.4	1,600	.9
1 PERIOD 20 MINUTES EACH	1	.4	2,700	1.5
1 PERIOD 30 MINUTES EACH	1	.4	115	.1
2 PERIODS, 5 MINUTES EACH	2	.8	250	.1
1 PERIOD DURATION VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	2	.8	761	.4
2 PERIODS, DURATION VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	.4	276	.2
PERIODS AND DURATION NOT SPECIFIED	10	4.2	9,717	5.3
TOTAL	239	100.0	183,201	100.0

TABLE 55 NUMBER OF PAID HOLIDAYS

ANNUAL ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	.8	280	.2
9 FULL HOLIDAYS	2	.8	2,521	1.4
10 FULL HOLIDAYS	77	32.2	54,345	29.7
10 FULL HOLIDAYS PLUS 2 HALF HOLIDAYS	3	1.3	368	.2
11 FULL HOLIDAYS	92	38.5	66,081	36.1
11 FULL HOLIDAYS PLUS 1 HALF HOLIDAY	13	5.4	16,155	8.8
11 FULL HOLIDAYS PLUS 2 HALF HOLIDAYS	4	1.7	557	.3
11 FULL HOLIDAYS PLUS 3 HALF HOLIDAYS	1	.4	239	.1
12 FULL HOLIDAYS	36	15.1	37,641	20.5
12 FULL HOLIDAYS PLUS 1 HALF HOLIDAY	2	.8	2,013	1.1
12 FULL HOLIDAYS PLUS 5 HALF HOLIDAYS	1	.4	224	.1
13 FULL HOLIDAYS	2	.8	444	.2
14 FULL HOLIDAYS	1	.4	106	.1
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	.4	520	.3
PROVISION FOR PAID HOLIDAYS BUT NUMBER NOT SPECIFIED	2	.8	1,707	.9
TOTAL	239	100.0	183,201	100.0

TABLE 56 YEAR-END HOLIDAY PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	237	99.2	182,939	99.9
PROVISION EXISTS	2	.8	262	.1
TOTAL	239	100.0	183,201	100.0

TABLE 57 SERVICE REQUIREMENTS FOR HOLIDAY PAY

PERIOD OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	160	66.9	153,536	83.8
10 CALENDAR DAYS	1	.4	1,600	.9
30 CALENDAR DAYS	41	17.2	15,462	8.4
90 CALENDAR DAYS	1	.4	465	.3
7 WORKING DAYS	1	.4	158	.1
30 WORKING DAYS	13	5.4	4,493	2.5
45 WORKING DAYS	1	.4	379	.2
65 WORKING DAYS	2	.8	530	.3
90 WORKING DAYS	1	.4	131	.1
4 WEEKS	2	.8	377	.2
5 WEEKS	1	.4	164	.1
1 MONTH	2	.8	312	.2
3 MONTHS	3	1.3	583	.3
5 MONTHS	1	.4	1,583	.9
6 MONTHS	1	.4	106	.1
NOT SPECIFIED	1	.4	1,365	.7
OTHER	7	2.9	1,957	1.1
TOTAL	239	100.0	183,201	100.0

TABLE 58 WORK REQUIREMENTS FOR HOLIDAY PAY

WORK REQUIREMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	87	36.4	85,177	46.5
DAY BEFORE AND AFTER HOLIDAY	143	59.8	95,352	52.0
DAY BEFORE OR AFTER HOLIDAY	3	1.3	1,192	.7
DURING HOLIDAY WEEK OR OTHER PERIOD	5	2.1	1,360	.7
OTHER	1	.4	120	.1
TOTAL	239	100.0	183,201	100.0

TABLE 59 LOSS OF HOLIDAY PAY - FAILURE TO REPORT FOR SCHEDULED WORK

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	182	76.2	132,911	72.5
PROVISION EXISTS	57	23.8	50,290	27.5
TOTAL	239	100.0	183,201	100.0

TABLE 60 PAY FOR HOLIDAYS FALLING ON SATURDAY

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	139	58.2	114,247	62.4
PRECEDING FRIDAY OFF WITH PAY	9	3.8	3,483	1.9
FOLLOWING MONDAY OFF WITH PAY	48	20.1	41,072	22.4
PRECEDING FRIDAY OR FOLLOWING MONDAY OFF WITH PAY	27	11.3	16,126	8.8
ANOTHER DAY OFF WITH PAY	7	2.9	4,655	2.5
EXTRA DAYS PAY	2	.8	253	.1
ANOTHER DAY OFF WITH PAY OR EXTRA DAYS PAY	1	.4	336	.2
ACCORDING TO GOVERNMENT REGULATIONS	2	.8	425	.2
OTHER	4	1.7	2,604	1.4
TOTAL	239	100.0	183,201	100.0

TABLE 61 PAY FOR HOLIDAYS FALLING ON SUNDAY

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	121	50.6	104,319	56.9
FOLLOWING MONDAY OFF WITH PAY	74	31.0	53,741	29.3
PRECEDING FRIDAY OR FOLLOWING MONDAY OFF WITH PAY	26	10.9	15,961	8.7
ANOTHER DAY OFF WITH PAY	9	3.8	5,055	2.8
ANOTHER DAY OFF WITH PAY OR EXTRA DAYS PAY	1	.4	336	.2
ACCORDING TO GOVERNMENT REGULATIONS	5	2.1	2,550	1.4
OTHER	3	1.3	1,239	.7
TOTAL	239	100.0	183,201	100.0

TABLE 62 COMPENSATION FOR HOLIDAYS FALLING WITHIN VACATION PERIOD

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	79	33.1	55,423	30.3
EXTRA DAYS VACATION WITH PAY	108	45.2	86,413	47.2
EXTRA DAYS PAY	4	1.7	1,078	.6
EXTRA DAYS VACATION WITH PAY OR EXTRA DAYS PAY	48	20.1	40,287	22.0
TOTAL	239	100.0	183,201	100.0

TABLE 63 COMPENSATION FOR HOLIDAYS FALLING ON SCHEDULED DAYS OFF

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	127	53.1	79,144	43.2
EXTRA DAY OFF WITH PAY	69	28.9	72,947	39.8
EXTRA DAYS PAY	8	3.3	2,308	1.3
EXTRA DAY OFF OR EXTRA DAYS PAY	35	14.6	28,802	15.7
TOTAL	239	100.0	183,201	100.0

TABLE 64 COMPENSATION FOR WORK ON PAID HOLIDAYS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	5.0	3,208	1.8
STRAIGHT TIME PLUS HOLIDAY PAY	1	.4	157	.1
TIME AND ONE-HALF PLUS HOLIDAY PAY	31	13.0	8,211	4.5
TIME AND THREE-QUARTERS PLUS HOLIDAY PAY	1	.4	1,036	.6
DOUBLE TIME PLUS HOLIDAY PAY	104	43.5	81,888	44.7
DOUBLE TIME AND ONE-HALF PLUS HOLIDAY PAY	1	.4	136	.1
TRIPLE TIME PLUS HOLIDAY PAY	3	1.3	1,175	.6
TIME AND ONE-HALF, PLUS ANOTHER DAY OFF WITH PAY	20	8.4	21,733	11.9
DOUBLE TIME PLUS ANOTHER DAY OFF WITH PAY	1	.4	108	.1
STRAIGHT TIME PLUS HOLIDAY PAY OR ANOTHER DAY OFF WITH PAY	1	.4	180	.1
TIME AND ONE-HALF PLUS HOLIDAY PAY OR ANOTHER DAY OFF WITH PAY	12	5.0	9,290	5.1
DOUBLE TIME PLUS HOLIDAY PAY OR ANOTHER DAY OFF WITH PAY	5	2.1	6,032	3.3
ANOTHER DAY OFF WITH PAY OR AN EXTRA DAYS PAY PLUS HOLIDAY PAY	2	.8	1,153	.6
STRAIGHT TIME OR EQUIVALENT TIME OFF PLUS HOLIDAY PAY	1	.4	300	.2
TIME AND ONE-HALF OR EQUIVALENT TIME OFF PLUS HOLIDAY PAY	13	5.4	29,112	15.9
TIME AND ONE-HALF OR TIME AND ONE-HALF OFF PLUS HOLIDAY PAY	3	1.3	749	.4
DOUBLE TIME OR DOUBLE TIME OFF PLUS HOLIDAY PAY	5	2.1	3,301	1.8
VARIES WITH NUMBER OF HOURS WORKED OR FOR DIFFERENT HOLIDAYS	11	4.6	5,294	2.9
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	4	1.7	3,121	1.7
NOT SPECIFIED	3	1.3	645	.4
OTHER	5	2.1	6,372	3.5
TOTAL	239	100.0	183,201	100.0

TABLE 65 LENGTH OF SERVICE FOR TWO WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	78	32.6	67,763	37.0
SIX MONTHS BUT LESS THAN ONE YEAR	52	21.8	71,686	39.1
1 YEAR	100	41.8	40,155	21.9
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	6	2.5	2,767	1.5
SPECIFIED AS HOURS, DAYS OR WEEKS WORKED	1	.4	115	.1
OTHER	2	.8	715	.4
TOTAL	239	100.0	183,201	100.0

TABLE 66 LENGTH OF SERVICE FOR THREE WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	40	16.7	43,480	23.7
1 YEAR	77	32.2	82,811	45.2
2 YEARS	26	10.9	14,471	7.9
3 YEARS	52	21.8	20,550	11.2
4 YEARS	9	3.8	2,105	1.1
5 YEARS	22	9.2	6,337	3.5
10 YEARS	1	.4	125	.1
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	11	4.6	12,847	7.0
OTHER	1	.4	475	.3
TOTAL	239	100.0	183,201	100.0

* For explanation see number 7 in the Definitions at page viii.

TABLE 67 LENGTH OF SERVICE FOR FOUR WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	48	20.1	49,551	27.0
1 YEAR	2	.8	231	.1
2 YEARS	2	.8	400	.2
3 YEARS	2	.8	261	.1
4 YEARS	21	8.8	19,922	10.9
5 YEARS	7	2.9	2,420	1.3
6 YEARS	2	.8	363	.2
7 YEARS	8	3.3	1,986	1.1
8 YEARS	64	26.8	59,751	32.6
9 YEARS	22	9.2	21,372	11.7
10 YEARS	28	11.7	9,283	5.1
11 YEARS	3	1.3	720	.4
12 YEARS	9	3.8	1,467	.8
13 YEARS	4	1.7	1,706	.9
14 YEARS	2	.8	249	.1
15 YEARS	3	1.3	578	.3
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	12	5.0	12,941	7.1
TOTAL	239	100.0	183,201	100.0

* For explanation see number 7 in the Definitions at page viii.

TABLE 68 LENGTH OF SERVICE FOR FIVE WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	63	26.4	51,987	28.4
7 YEARS	1	.4	250	.1
10 YEARS	4	1.7	600	.3
11 YEARS	1	.4	500	.3
12 YEARS	5	2.1	1,121	.6
13 YEARS	13	5.4	7,921	4.3
14 YEARS	6	2.5	4,209	2.3
15 YEARS	36	15.1	16,633	9.1
16 YEARS	2	.8	3,577	2.0
17 YEARS	17	7.1	15,384	8.4
18 YEARS	35	14.6	50,055	27.3
19 YEARS	14	5.9	12,554	6.9
20 YEARS	29	12.1	14,260	7.8
21 YEARS	1	.4	113	.1
22 YEARS	2	.8	600	.3
23 YEARS	4	1.7	1,979	1.1
25 YEARS	2	.8	238	.1
30 YEARS	1	.4	136	.1
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	3	1.3	1,084	.6
TOTAL	239	100.0	183,201	100.0

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* For explanation see number 7 in the Definitions at page viii.

TABLE 69 LENGTH OF SERVICE FOR SIX WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	153	64.0	131,219	71.6
15 YEARS	3	1.3	596	.3
18 YEARS	14	5.9	8,078	4.4
20 YEARS	9	3.8	3,935	2.1
21 YEARS	2	.8	695	.4
23 YEARS	1	.4	394	.2
24 YEARS	10	4.2	5,672	3.1
25 YEARS	34	14.2	27,334	14.9
27 YEARS	1	.4	115	.1
30 YEARS	10	4.2	4,189	2.3
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	2	.8	974	.5
TOTAL	239	100.0	183,201	100.0

TABLE 70 MAXIMUM PAID VACATION *

MAXIMUM VACATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	40	16.7	43,480	23.7
THREE WEEKS	8	3.3	5,941	3.2
FOUR WEEKS	15	6.3	2,444	1.3
FIVE WEEKS	87	36.4	78,677	42.9
SIX WEEKS	58	24.3	36,724	20.0
SEVEN WEEKS	25	10.5	12,884	7.0
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	3	1.3	2,374	1.3
NOT SPECIFIED	3	1.3	677	.4
TOTAL	239	100.0	183,201	100.0

TABLE 71 PAY IN LIEU OF VACATIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	183	76.6	124,035	67.7
PROVISION EXISTS	56	23.4	59,166	32.3
TOTAL	239	100.0	183,201	100.0

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* For explanation see number 7 in the Definitions at page viii.

TABLE 72 PAID SICK LEAVE (CASUAL ILLNESS)*

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	129	54.0	83,941	45.8
CASUAL ILLNESS LEAVE	65	27.2	49,845	27.2
GENERAL ILLNESS LEAVE	1	.4	130	.1
COMBINATION CASUAL AND GENERAL ILLNESS LEAVE	44	18.4	49,285	26.9
TOTAL	239	100.0	183,201	100.0

TABLE 73 SERVICE REQUIREMENTS FOR PAID SICK LEAVE*

PERIOD OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	154	64.4	99,095	54.1
30 CALENDAR DAYS	3	1.3	1,873	1.0
45 CALENDAR DAYS	1	.4	110	.1
90 CALENDAR DAYS	2	.8	735	.4
45 WORKING DAYS	1	.4	142	.1
60 WORKING DAYS	2	.8	3,213	1.8
65 WORKING DAYS	3	1.3	1,730	.9
90 WORKING DAYS	2	.8	284	.2
1 MONTHS	14	5.9	29,290	16.0
2 MONTHS	3	1.3	5,438	3.0
3 MONTHS	33	13.8	29,707	16.2
5 MONTHS	1	.4	280	.2
6 MONTHS	3	1.3	676	.4
12 MONTHS	13	5.4	7,556	4.1
OTHER	4	1.7	3,072	1.7
TOTAL	239	100.0	183,201	100.0

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* For explanation see number 8 in the Definitions at page viii.

TABLE 74 AMOUNT OF PAID SICK LEAVE *

AMOUNT OF LEAVE PER YEAR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	136	56.9	94,646	51.7
3 DAYS	1	.4	400	.2
4 DAYS	1	.4	300	.2
5 DAYS	3	1.3	897	.5
6 DAYS	13	5.4	6,077	3.3
7 DAYS	1	.4	136	.1
9 DAYS	1	.4	131	.1
10 DAYS	9	3.8	7,860	4.3
12 DAYS	9	3.8	1,913	1.0
15 DAYS	4	1.7	1,178	.6
18 DAYS	32	13.4	31,290	17.1
20 DAYS	2	.8	498	.3
22 DAYS	2	.8	1,024	.6
24 DAYS	3	1.3	607	.3
90 DAYS	11	4.6	28,622	15.6
VARIES WITH LENGTH OF SERVICE	6	2.5	5,298	2.9
OTHER	5	2.1	2,324	1.3
TOTAL	239	100.0	183,201	100.0

TABLE 75 MAXIMUM ACCUMULATION OF UNUSED SICK LEAVE *

MAXIMUM ACCUMULATION ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	155	64.9	130,883	71.4
UNDER 60 DAYS	27	11.3	12,298	6.7
60 - 89 DAYS	5	2.1	1,494	.8
90 - 119 DAYS	7	2.9	2,412	1.3
120 - 149 DAYS	29	12.1	27,441	15.0
150 - 179 DAYS	2	.8	1,024	.6
180 - 209 DAYS	8	3.3	5,004	2.7
240 - 269 DAYS	1	.4	365	.2
VARIES WITH LENGTH OF SERVICE	1	.4	151	.1
NO LIMIT SPECIFIED	1	.4	131	.1
OTHER	3	1.3	1,998	1.1
TOTAL	239	100.0	183,201	100.0

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* For explanation see number 8 in the Definitions at page viii.

TABLE 76 PAYMENT OF UNUSED SICK LEAVE ON TERMINATION OF EMPLOYMENT *

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	231	96.7	178,921	97.7
PER CENT OF UNUSED ALLOWANCE PAID FOR UNDER PLANS SPECIFYING PAYMENT				
100.0 PER CENT	5	2.1	2,592	1.4
VARIES WITH LENGTH OF SERVICE	1	.4	925	.5
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	.4	150	.1
PER CENT NOT SPECIFIED	1	.4	613	.3
TOTAL	239	100.0	183,201	100.0

TABLE 77 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID ON TERMINATION *

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	232	97.1	179,534	98.0
20 DAYS	2	.8	408	.2
28 DAYS	1	.4	336	.2
30 DAYS	1	.4	925	.5
OTHER	3	1.3	1,998	1.1
TOTAL	239	100.0	183,201	100.0

TABLE 78 PAYMENT FOR UNUSED SICK LEAVE ON RETIREMENT *

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	223	93.3	174,780	95.4
PER CENT OF UNUSED ALLOWANCE PAID FOR UNDER PLANS SPECIFYING PAYMENT				
25.0 PER CENT	1	.4	100	.1
50.0 PER CENT	2	.8	262	.1
100.0 PER CENT	10	4.2	7,165	3.9
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	.4	150	.1
PER CENT NOT SPECIFIED	1	.4	613	.3
OTHER	1	.4	131	.1
TOTAL	239	100.0	183,201	100.0

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* For explanation see number 8 in the Definitions at page viii.

TABLE 79 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID ON RETIREMENT *

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	226	94.6	175,635	95.9
20 DAYS	2	.8	472	.3
26 DAYS	3	1.3	624	.3
28 DAYS	3	1.3	4,221	2.3
60 DAYS	1	.4	120	.1
OTHER	4	1.7	2,129	1.2
TOTAL	239	100.0	183,201	100.0

TABLE 80 PAYMENT FOR UNUSED SICK LEAVE ON DEATH *

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	237	99.2	182,759	99.8
PER CENT OF UNUSED ALLOWANCE PAID FOR UNDER PLANS SPECIFYING PAYMENT				
50.0 PER CENT	1	.4	120	.1
100.0 PER CENT	1	.4	322	.2
TOTAL	239	100.0	183,201	100.0

TABLE 81 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID FOR ON DEATH *

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	237	99.2	182,759	99.8
20 DAYS	1	.4	322	.2
60 DAYS	1	.4	120	.1
TOTAL	239	100.0	183,201	100.0

TABLE 82 INJURY PAY PROVISIONS **

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	168	70.3	114,006	62.2
PROVISION EXISTS	71	29.7	69,195	37.8
TOTAL	239	100.0	183,201	100.0

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* For explanation see number 8 in the Definitions at page viii.

** For explanation see number 9 in the Definitions at page viii.

TABLE 83 WORKERS COMPENSATION PAY SUPPLEMENTS

AMOUNT OF SUPPLEMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	147	61.5	86,781	47.4
FULL DIFFERENCE BETWEEN REGULAR PAY AND COMPENSATION PAY	50	20.9	57,222	31.2
PART OF DIFFERENCE BETWEEN REGULAR PAY AND COMPENSATION PAY	1	.4	615	.3
FULL DIFFERENCE FOR A PERIOD OF TIME AND PART OF DIFFERENCE THEREAFTER	11	4.6	10,099	5.5
FULL DIFFERENCE BETWEEN REGULAR AND COMPENSATION PAY TAKEN FROM SICK LEAVE	28	11.7	28,144	15.4
OTHER	2	.8	340	.2
TOTAL	239	100.0	183,201	100.0

TABLE 84 MAXIMUM PERIOD OF WORKERS COMPENSATION PAY SUPPLEMENTS

MAXIMUM PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	147	61.5	87,350	47.7
2 MONTHS	1	.4	465	.3
3 MONTHS	10	4.2	7,075	3.9
4 MONTHS	4	1.7	2,882	1.6
6 MONTHS	2	.8	216	.1
12 MONTHS	3	1.3	4,834	2.6
13 MONTHS	1	.4	122	.1
24 MONTHS	2	.8	515	.3
36 MONTHS	1	.4	130	.1
UNTIL UNUSED SICK LEAVE IS EXHAUSTED	30	12.6	30,066	16.4
UNTIL TERMIN., RETIREMNT OR COMMENCEMNT	10	4.2	8,797	4.8
NOT SPECIFIED	16	6.7	11,951	6.5
OTHER	12	5.0	28,798	15.7
TOTAL	239	100.0	183,201	100.0

TABLE 85 PAID JURY DUTY LEAVE

AMOUNT OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	84	35.1	62,603	34.2
DIFFERENCE BETWEEN REGULAR PAY AND JURY FEES	150	62.8	116,827	63.8
NOT SPECIFIED	4	1.7	3,541	1.9
OTHER	1	.4	230	.1
TOTAL	239	100.0	183,201	100.0

TABLE 86 PAID BEREAVEMENT LEAVE

MAXIMUM NUMBER OF DAYS ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	52	21.8	52,547	28.7
IMMEDIATE FAMILY ONLY				
1.0 DAY	3	1.3	1,002	.5
3.0 DAYS	50	20.9	14,379	7.8
4.0 DAYS	5	2.1	4,292	2.3
5.0 DAYS	6	2.5	1,321	.7
7.0 DAYS	2	.8	1,485	.8
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, .5 DAYS FOR CLOSE OR OTHER RELATIVES	1	.4	1,095	.6
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE OR OTHER RELATIVES	11	4.6	4,000	2.2
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 2.0 DAYS FOR CLOSE OR OTHER RELATIVES	1	.4	108	.1
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, LEAVE FOR CLOSE OR OTHER RELATIVES AT EMPLOYERS DISCRETION	1	.4	113	.1
4.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE OR OTHER RELATIVES	2	.8	2,246	1.2
4.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, LEAVE FOR CLOSE OR OTHER RELATIVES AT EMPLOYERS DISCRETION	2	.8	893	.5
5.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE OR OTHER RELATIVES	1	.4	336	.2
5.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, LEAVE FOR CLOSE OR OTHER RELATIVES AT EMPLOYERS DISCRETION	3	1.3	2,156	1.2
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 2.0 DAYS FOR CLOSE RELATIVES AND 2.0 DAYS FOR OTHER RELATIVES	4	1.7	3,748	2.0
5.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE RELATIVES AND LEAVE FOR OTHER RELATIVES AT EMPLOYERS DISCRETION	2	.8	3,885	2.1
5.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 3.0 DAYS FOR CLOSE RELATIVES AND 1.0 DAYS FOR OTHER RELATIVES	2	.8	344	.2
1.0 DAYS BASIC LEAVE WITH 2.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	1	.4	2,400	1.3
3.0 DAYS BASIC LEAVE WITH 1.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	4	1.7	815	.4
3.0 DAYS BASIC LEAVE WITH 2.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	59	24.7	70,502	38.5
3.0 DAYS BASIC LEAVE WITH ADDITIONAL DAYS IF TRAVEL INVOLVED, AT EMPLOYERS DISCRETION	2	.8	240	.1
4.0 DAYS BASIC LEAVE WITH 2.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	3	1.3	671	.4
4.0 DAYS BASIC LEAVE WITH 3.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	1	.4	120	.1

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TABLE 86 (...CONTINUED) **PAID BEREAVEMENT LEAVE**

MAXIMUM NUMBER OF DAYS ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
4.0 DAYS BASIC LEAVE WITH 5.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	2	.8	428	.2
4.0 DAYS BASIC LEAVE WITH ADDITIONAL DAYS IF TRAVEL INVOLVED, AT EMPLOYERS DISCRETION	1	.4	1,685	.9
5.0 DAYS BASIC LEAVE WITH 1.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	1	.4	232	.1
NOT SPECIFIED	9	3.8	2,003	1.1
OTHER	8	3.3	10,155	5.5
TOTAL	239	100.0	183,201	100.0

TABLE 87 **SERVICE REQUIREMENTS FOR MATERNITY LEAVE**

SERVICE REQUIREMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	125	52.3	72,040	39.3
3 MONTHS	7	2.9	10,875	5.9
4 MONTHS	2	.8	397	.2
5 MONTHS	1	.4	280	.2
6 MONTHS	13	5.4	15,558	8.5
9 MONTHS	1	.4	120	.1
10 MONTHS	2	.8	522	.3
12 MONTHS	83	34.7	72,584	39.6
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	2	.8	2,050	1.1
OTHER	3	1.3	8,775	4.8
TOTAL	239	100.0	183,201	100.0

TABLE 88 LENGTH OF MATERNITY LEAVE

LENGTH OF LEAVE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	115	48.1	70,261	38.4
12 WEEKS	1	.4	336	.2
17 WEEKS	2	.8	842	.5
18 WEEKS	23	9.6	13,966	7.6
20 WEEKS	8	3.3	5,691	3.1
21 WEEKS	3	1.3	397	.2
22 WEEKS	1	.4	4,271	2.3
24 WEEKS	59	24.7	64,829	35.4
26 WEEKS	2	.8	2,977	1.6
28 WEEKS	2	.8	4,922	2.7
36 WEEKS	9	3.8	9,693	5.3
40 WEEKS	2	.8	742	.4
52 WEEKS	3	1.3	729	.4
ACCORDING TO LEGISLATION	6	2.5	3,108	1.7
NOT SPECIFIED	3	1.3	437	.2
TOTAL	239	100.0	183,201	100.0

TABLE 89 SENIORITY STATUS DURING MATERNITY LEAVE

SENIORITY STATUS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	156	65.3	116,840	63.8
SENIORITY RETAINED UP TO TIME MATERNITY LEAVE BEGINS	70	29.3	61,984	33.8
SENIORITY ACCUMULATES DURING ENTIRE MATERNITY LEAVE	10	4.2	3,424	1.9
SENIORITY ACCUMULATES DURING PART OF MATERNITY LEAVE	1	.4	379	.2
REFERENCE TO SENIORITY STATUS NOT SPECIFIC OR CANNOT BE DETERMINED	2	.8	574	.3
TOTAL	239	100.0	183,201	100.0

TABLE 90 MATERNITY LEAVE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	114	47.7	70,515	38.5
MATERNITY LEAVE PLAN EXISTS	125	52.3	112,686	61.5
TOTAL	239	100.0	183,201	100.0

TABLE 91 LEAVE ABSENCE FOR FULL-TIME UNION DUTIES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	150	62.8	125,975	68.8
PROVISION EXISTS	89	37.2	57,226	31.2
TOTAL	239	100.0	183,201	100.0

TABLE 92 LEAVE OF ABSENCE FOR UNION FUNCTIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	84	35.1	61,198	33.4
PROVISION EXISTS	155	64.9	122,003	66.6
TOTAL	239	100.0	183,201	100.0

TABLE 93 PAID LEAVE OF ABSENCE FOR PERSONAL REASONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	174	72.8	119,411	65.2
PATERNITY	18	7.5	13,212	7.2
MOVING	3	1.3	610	.3
CITIZENSHIP	2	.8	3,794	2.1
FAMILY ILLNESS	5	2.1	5,074	2.8
PATERNITY AND MOVING	1	.4	240	.1
PATERNITY AND CITIZENSHIP	2	.8	545	.3
PATERNITY AND FAMILY ILLNESS	3	1.3	1,055	.6
MOVING AND FAMILY ILLNESS	3	1.3	814	.4
CITIZENSHIP AND FAMILY ILLNESS	1	.4	785	.4
PATERNITY, FAMILY ILLNESS AND MARRIAGE	1	.4	120	.1
MOVING, CITIZENSHIP AND FAMILY ILLNESS	4	1.7	1,553	.8
PATERNITY, MOVING, CITIZENSHIP AND FAMILY ILLNESS	14	5.9	31,258	17.1
MOVING, CITIZENSHIP, FAMILY ILLNESS AND MARRIAGE	1	.4	214	.1
PAID LEAVE OF ABSENCE FOR PERSONAL REASONS NOT SPECIFIED	7	2.9	4,516	2.5
TOTAL	239	100.0	183,201	100.0

TABLE 94 LEAVE OF ABSENCE FOR EDUCATIONAL PURPOSES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	169	70.7	116,976	63.9
LEAVE WITHOUT PAY	24	10.0	46,417	25.3
LEAVE WITH PARTIAL PAY	1	.4	584	.3
LEAVE WITH FULL PAY	27	11.3	14,666	8.0
LEAVE FOR EDUCATIONAL PURPOSES PROVIDED, BUT NOT SPECIFIED WITH OR WITHOUT PAY	18	7.5	4,558	2.5
TOTAL	239	100.0	183,201	100.0

TABLE 95 GRIEVANCE AND ARBITRATION PAY PROVISIONS *

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	123	51.5	82,340	44.9
GRIEVANCE PAY ONLY	104	43.5	91,804	50.1
ARBITRATION PAY ONLY	3	1.3	4,822	2.6
GRIEVANCE AND ARBITRATION PAY	9	3.8	4,235	2.3
TOTAL	239	100.0	183,201	100.0

TABLE 96 NEGOTIATION PAY PROVISIONS **

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	168	70.3	116,643	63.7
PROVISION EXISTS	71	29.7	66,558	36.3
TOTAL	239	100.0	183,201	100.0

TABLE 97 DANGEROUS WORK

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	238	99.6	182,930	99.9
EMPLOYEE MUST BE INFORMED OF DANGEROUS WORK AND HAS THE RIGHT TO REFUSE IT	1	.4	271	.1
TOTAL	239	100.0	183,201	100.0

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* For explanation see number 10 in the Definitions at page viii.

** For explanation see number 11 in the Definitions at page viii.

TABLE 98 LABOUR MANAGEMENT SAFETY COMMITTEES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	104	43.5	62,259	34.0
PROVISION EXISTS	135	56.5	120,942	66.0
TOTAL	239	100.0	183,201	100.0

TABLE 99 SAFETY COMMITTEE PAY PROVISIONS

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	162	67.8	106,568	58.2
PROVISION EXISTS	77	32.2	76,633	41.8
TOTAL	239	100.0	183,201	100.0

TABLE 100 LABOUR-MANAGEMENT COMMITTEE

COMMITTEE PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	116	48.5	56,103	30.6
PROVISION FOR COMMITTEE WITH ONLY GENERAL STATEMENT OF ITS PURPOSE	108	45.2	108,436	59.2
PROVISION FOR COMMITTEE BUT RESTRICTED TO DISCUSSING A SPECIFIC LIST OF ITEMS	14	5.9	18,422	10.1
OTHER	1	.4	240	.1
TOTAL	239	100.0	183,201	100.0

TABLE 101 ALLOWANCES FOR SAFETY SHOES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	184	77.0	151,812	82.9
SAFETY SHOES SUPPLIED AT NO COST TO EMPLOYEE	8	3.3	6,859	3.7
SAFETY SHOES SUPPLIED AT SOME COST TO EMPLOYEE	3	1.3	606	.3
SAFETY SHOES REPLACED AT NO COST TO EMPLOYEE	1	.4	400	.2
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF SAFETY SHOES	40	16.7	22,023	12.0
MONETARY ALLOWANCE PROVIDED FOR INITIAL SAFETY SHOES,REPLACEMENTS AT SOME COST	1	.4	1,095	.6
OTHER	2	.8	406	.2
TOTAL	239	100.0	183,201	100.0

TABLE 102 ALLOWANCES FOR SAFETY GLASSES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	203	84.9	159,404	87.0
SAFETY GLASSES SUPPLIED AT NO COST TO EMPLOYEE	28	11.7	22,297	12.2
SAFETY GLASSES REPLACED AT NO COST TO EMPLOYEE	1	.4	131	.1
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF SAFETY GLASSES	4	1.7	892	.5
INITIAL SAFETY GLASSES SUPPLIED NO COST TO EMPLOYEE, REPLACEMENTS AT SOME COST	1	.4	167	.1
OTHER	2	.8	310	.2
TOTAL	239	100.0	183,201	100.0

TABLE 103 SUPPLY OF OR ALLOWANCES FOR WORK CLOTHING OR UNIFORMS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	103	43.1	69,732	38.1
SUPPLIED AT NO COST TO EMPLOYEES	104	43.5	101,178	55.2
SUPPLIED AT SOME COST TO EMPLOYEES	12	5.0	3,439	1.9
EMPLOYER MAKES A MONETARY ALLOWANCE	16	6.7	5,837	3.2
INITIAL WORK CLOTHING SUPPLIED AT SOME COST, REPLACEMENTS AT NO COST	3	1.3	1,979	1.1
INITIAL WORK CLOTHING SUPPLIED - NO COST - MONETARY ALLOWANCE FOR REPLACEMENTS	1	.4	1,036	.6
TOTAL	239	100.0	183,201	100.0

TABLE 104 MAINTENANCE OF WORK CLOTHING

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	162	67.8	125,913	68.7
MAINTAINED AT NO COST TO EMPLOYEES	65	27.2	51,357	28.0
MAINTAINED AT SOME COST TO EMPLOYEES	4	1.7	562	.3
EMPLOYER MAKES MONETARY ALLOWANCE FOR MAINTENANCE OF WORK CLOTHING	8	3.3	5,369	2.9
TOTAL	239	100.0	183,201	100.0

TABLE 105 ALLOWANCE FOR TOOLS

ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	159	66.5	123,189	67.2
TOOLS SUPPLIED AT NO COST TO EMPLOYEE	26	10.9	11,690	6.4
TOOLS SUPPLIED AT SOME COST TO EMPLOYEE	1	.4	205	.1
TOOLS REPLACED AT NO COST TO EMPLOYEE	11	4.6	5,663	3.1
TOOLS REPLACED AT SOME COST TO EMPLOYEE	1	.4	400	.2
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF TOOLS	16	6.7	9,757	5.3
INSURANCE PROVIDED FOR EMPLOYEES TOOLS	11	4.6	16,793	9.2
TOOLS SUPPLIED AT NO COST AND INSURANCE PROVIDED	4	1.7	3,573	2.0
TOOLS REPLACED AT NO COST AND INSURANCE PROVIDED	3	1.3	948	.5
TOOLS REPLACED AT SOME COST AND INSURANCE PROVIDED	1	.4	112	.1
MONETARY ALLOWANCE FOR PURCHASE OF TOOLS AND INSURANCE PROVIDED	2	.8	5,740	3.1
OTHER	4	1.7	5,131	2.8
TOTAL	239	100.0	183,201	100.0

TABLE 106 MEAL, LODGING AND PER DIEM ALLOWANCES ON TRAVEL STATUS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	146	61.1	74,245	40.5
MEAL ALLOWANCE (OR MEALS SUPPLIED)	6	2.5	4,585	2.5
LODGING ALLOWANCE (OR LODGING SUPPLIED)	3	1.3	3,181	1.7
PER DIEM ALLOWANCE FOR INCIDENTAL EXPENSES	2	.8	1,223	.7
MEAL AND LODGING ALLOWANCE, OR MEAL AND LODGING SUPPLIED	41	17.2	38,535	21.0
LODGING ALLOWANCE OR SUPPLIED PLUS PER DIEM ALLOWANCE	2	.8	651	.4
MEAL AND LODGING ALLOWANCE OR SUPPLIED PLUS PER DIEM ALLOWANCE	21	8.8	21,629	11.8
PER DIEM ALLOWANCE PROVIDED BUT ITEMS COVERED NOT SPECIFIED OR DETERMINED	16	6.7	38,632	21.1
OTHER	2	.8	520	.3
TOTAL	239	100.0	183,201	100.0

TABLE 107 TRAVEL TIME PAY

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	152	63.6	101,145	55.2
PORTAL TO PORTAL PAY	4	1.7	1,881	1.0
PAY FOR TRAVEL TIME DIRECTLY RELATED TO THE JOB	77	32.2	76,261	41.6
PORTAL TO PORTAL PAY AND PAY FOR TRAVEL TIME DEIRECTLY RELATED TO THE JOB	3	1.3	991	.5
OTHER	3	1.3	2,923	1.6
TOTAL	239	100.0	183,201	100.0

TABLE 108 MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR

ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	159	66.5	106,539	58.2
CENTS PER KILOMETER				
12.0 CENTS	1	.4	323	.2
12.5 CENTS	1	.4	100	.1
12.8 CENTS	1	.4	322	.2
15.0 CENTS	1	.4	300	.2
15.5 CENTS	1	.4	190	.1
15.6 CENTS	1	.4	300	.2
16.6 CENTS	3	1.3	1,998	1.1
16.9 CENTS	1	.4	127	.1
17.0 CENTS	2	.8	1,106	.6
17.4 CENTS	1	.4	258	.1
19.0 CENTS	1	.4	112	.1
20.0 CENTS	7	2.9	2,493	1.4
22.0 CENTS	8	3.3	10,077	5.5
23.0 CENTS	1	.4	1,600	.9
24.0 CENTS	1	.4	200	.1
25.0 CENTS	7	2.9	10,153	5.5
28.0 CENTS	19	7.9	25,527	13.9
40.0 CENTS	1	.4	600	.3
FLAT AMOUNT PER DAY				
1.20 DOLLARS	1	.4	1,036	.6
4.10 DOLLARS	1	.4	130	.1
FLAT AMOUNT PER MONTH AND CENTS PER KM				
50.00 DOLLARS PER MONTH PLUS CENTS PER KM	1	.4	2,268	1.2
VARIES WITH DISTANCE	7	2.9	7,258	4.0
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	.4	239	.1
OTHER	11	4.6	9,945	5.4
TOTAL	239	100.0	183,201	100.0

TABLE 109 APPRENTICESHIP TRAINING PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	173	72.4	130,257	71.1
PROVISION EXISTS	66	27.6	52,944	28.9
TOTAL	239	100.0	183,201	100.0

TABLE 110 APPRENTICESHIP RATIO

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	210	87.9	153,479	83.8
ONE TO ONE	4	1.7	3,708	2.0
ONE TO TWO	5	2.1	4,349	2.4
ONE TO THREE	3	1.3	471	.3
ONE TO FIVE	5	2.1	9,848	5.4
ONE TO SIX	1	.4	120	.1
PROGRESSIVE RATIO	3	1.3	6,850	3.7
RATIO VARIES BY TRADE	3	1.3	686	.4
OTHER	5	2.1	3,690	2.0
TOTAL	239	100.0	183,201	100.0

TABLE 111 ON-THE-JOB TRAINING PROVISIONS *

PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	156	65.3	121,841	66.5
TRAINING FOR BARGAINING UNIT EMPLOYEES	80	33.5	59,575	32.5
TRAINING FOR NON-BARGAINING UNIT EMPLOYEES	1	.4	1,120	.6
TRAINING FOR BARGAINING AND NON-BARGAINING UNIT EMPLOYEES	2	.8	665	.4
TOTAL	239	100.0	183,201	100.0

* For explanation see number 12 in the Definitions at page viii.

TABLE 112 SEVERANCE PAY & LAY-OFF BENEFIT PLANS (OTHER THAN SUB) *

PLAN	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	199	83.3	160,402	87.6
SEVERANCE PAY PLAN	37	15.5	20,833	11.4
LAY-OFF BENEFIT PLAN	1	.4	136	.1
SEVERANCE PAY AND LAY-OFF BENEFIT PLANS	2	.8	1,830	1.0
TOTAL	239	100.0	183,201	100.0

TABLE 113 SUPPLEMENTAL UNEMPLOYMENT BENEFIT (S.U.B.) PLANS

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	231	96.7	181,954	99.3
PROVISION EXISTS	8	3.3	1,247	.7
TOTAL	239	100.0	183,201	100.0

TABLE 114 RESTRICTIONS ON MOONLIGHTING

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	201	84.1	138,150	75.4
PROVISION EXISTS	38	15.9	45,051	24.6
TOTAL	239	100.0	183,201	100.0

TABLE 115 RESTRICTIONS ON WORK BY NON-BARGAINING UNIT EMPLOYEES

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	157	65.7	129,513	70.7
PROVISION EXISTS	82	34.3	53,688	29.3
TOTAL	239	100.0	183,201	100.0

TABLE 116 RESTRICTIONS ON CONTRACTING OUT

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	167	69.9	117,352	64.1
PROVISION EXISTS	72	30.1	65,849	35.9
TOTAL	239	100.0	183,201	100.0

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* For explanation see number 13 in the Definitions at page viii.

TABLE 117 TECHNOLOGICAL CHANGE - ADVANCE NOTICE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	193	80.8	144,463	78.9
1 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	4	1.7	1,544	.8
2 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	7	2.9	9,108	5.0
3 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	10	4.2	6,621	3.6
6 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	4	1.7	1,565	.9
12 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	1	.4	520	.3
NOT SPECIFIED	20	8.4	19,380	10.6
TOTAL	239	100.0	183,201	100.0

TABLE 118 TECHNOLOGICAL CHANGE - CONSULTATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	217	90.8	171,418	93.6
PROVISION EXISTS	22	9.2	11,783	6.4
TOTAL	239	100.0	183,201	100.0

TABLE 119 TECHNOLOGICAL CHANGE - TRAINING BENEFITS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	201	84.1	149,513	81.6
PROVISION EXISTS	38	15.9	33,688	18.4
TOTAL	239	100.0	183,201	100.0

TABLE 120 TECHNOLOGICAL CHANGE - ATTRITION ARRANGEMENTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	234	97.9	175,126	95.6
PROVISION EXISTS	5	2.1	8,075	4.4
TOTAL	239	100.0	183,201	100.0

TABLE 121 TECHNOLOGICAL CHANGE - INCOME PROTECTION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	222	92.9	171,042	93.4
PROVISION EXISTS	17	7.1	12,159	6.6
TOTAL	239	100.0	183,201	100.0

TABLE 122 TECHNOLOGICAL CHANGE - JOINT AUTOMATION COMMITTEE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	239	100.0	183,201	100.0
TOTAL	239	100.0	183,201	100.0

TABLE 123 TECHNOLOGICAL CHANGE - RELOCATION ALLOWANCES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	238	99.6	181,801	99.2
PROVISION EXISTS	1	.4	1,400	.8
TOTAL	239	100.0	183,201	100.0

TABLE 124 TECHNOLOGICAL CHANGE - TRANSFER ARRANGEMENTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	217	90.8	165,525	90.4
PROVISION EXISTS	22	9.2	17,676	9.6
TOTAL	239	100.0	183,201	100.0

TABLE 125 TECHNOLOGICAL CHANGE - ADVANCE NOTICE OF LAY-OFF

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	229	95.8	178,511	97.4
PROVISION EXISTS	10	4.2	4,690	2.6
TOTAL	239	100.0	183,201	100.0

TABLE 126

TECHNOLOGICAL CHANGE - SEVERANCE PAY

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	215	90.0	161,450	88.1
PROVISION EXISTS	24	10.0	21,751	11.9
TOTAL	239	100.0	183,201	100.0

TABLE 127

TECHNOLOGICAL CHANGE - ARBITRATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	238	99.6	182,997	99.9
PROVISION EXISTS	1	.4	204	.1
TOTAL	239	100.0	183,201	100.0

TABLE 128

ADVANCE NOTICE OF PLANT CLOSING OR RELOCATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	233	97.5	179,496	98.0
30 CALENDAR DAYS	1	.4	520	.3
60 CALENDAR DAYS	2	.8	547	.3
90 CALENDAR DAYS	2	.8	1,518	.8
ADVANCE NOTICE REQUIRED BUT LENGTH OF NOTICE NOT SPECIFIED	1	.4	1,120	.6
TOTAL	239	100.0	183,201	100.0

TABLE 129

JOB EVALUATION AND UNION PARTICIPATION IN CLASSIFICATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	150	62.8	100,854	55.1
FORMAL JOB EVALUATION PLAN	27	11.3	19,637	10.7
JOINT UNION-MANAGEMENT PARTICIPATION IN JOB CLASSIFICATION ON AD HOC BASIS	56	23.4	60,780	33.2
JOINT UNION-MANAGEMENT PARTICIPATION IN JOB CLASSIFICATION ON FORMAL BASIS	6	2.5	1,930	1.1
TOTAL	239	100.0	183,201	100.0

TABLE 130

GRIEVANCE OF JOB CLASSIFICATION OR RE-CLASSIFICATION

GRIEVANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	170	71.1	109,439	59.7
PROVISION EXISTS	69	28.9	73,762	40.3
TOTAL	239	100.0	183,201	100.0

TABLE 131

EQUAL PAY FOR WORK OF EQUAL VALUE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	223	93.3	172,568	94.2
PROVISION EXISTS	16	6.7	10,633	5.8
TOTAL	239	100.0	183,201	100.0

TABLE 132

FREQUENCY OF COST-OF-LIVING ADJUSTMENTS

FREQUENCY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	195	81.6	159,125	86.9
AUTOMATIC MONTHLY ADJUSTMENTS	3	1.3	1,501	.8
AUTOMATIC QUARTERLY ADJUSTMENTS	7	2.9	2,410	1.3
AUTOMATIC SEMI-ANNUAL ADJUSTMENTS	1	.4	230	.1
AUTOMATIC ANNUAL ADJUSTMENTS	9	3.8	2,312	1.3
ONE ADJUSTMENT DURING TERM OF AGREEMENT	9	3.8	6,775	3.7
ADJUSTMENTS TIED TO A SPECIFIC CHANGE IN THE CONSUMER PRICE INDEX	14	5.9	10,667	5.8
OTHER	1	.4	181	.1
TOTAL	239	100.0	183,201	100.0

TABLE 133 AMOUNT OF COST-OF-LIVING ADJUSTMENTS

AMOUNT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	195	81.6	159,125	86.9
1 CENTS PER HOUR ADJUSTMENT FOR				
.2 POINT CHANGE IN THE C.P.I.	2	.8	666	.4
.3 POINT CHANGE IN THE C.P.I.	7	2.9	1,203	.7
.4 POINT CHANGE IN THE C.P.I.	3	1.3	1,625	.9
CENTS PER HOUR ADJUSTMENTS CAN NOT BE EASILY TABULATED	7	2.9	2,673	1.5
.10 DOLLARS PER MONTH ADJUSTMENT FOR				
2.8 POINT CHANGE IN THE C.P.I.	1	.4	300	.2
1.0 PERCENTAGE CHANGE IN THE C.P.I.	1	.4	196	.1
PERCENTAGE ADJUSTMENTS CAN NOT BE EASILY TABULATED	12	5.0	2,996	1.6
COST-OF-LIVING ADJUSTMENTS TIED TO INDEXES OTHER THAN THE C.P.I.	4	1.7	6,042	3.3
OTHER	7	2.9	8,375	4.6
TOTAL	239	100.0	183,201	100.0

TABLE 134 ATTENDANCE OR CONTINUOUS SERVICE BONUS

BONUS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	210	87.9	157,857	86.2
ATTENDANCE BONUS ONLY	1	.4	785	.4
CONTINUOUS SERVICE BONUS ONLY	28	11.7	24,559	13.4
TOTAL	239	100.0	183,201	100.0

TABLE 135 EMPLOYER CONTRIBUTION TO BASIC MEDICAL & HOSPITAL PLANS

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	82	34.3	66,302	36.2
33.3 PER CENT	1	.4	100	.1
50.0 PER CENT	35	14.6	43,015	23.5
60.0 PER CENT	3	1.3	693	.4
66.6 PER CENT	1	.4	142	.1
70.0 PER CENT	5	2.1	1,309	.7
75.0 PER CENT	35	14.6	38,172	20.8
80.0 PER CENT	4	1.7	1,931	1.1
95.0 PER CENT	1	.4	104	.1
100.0 PER CENT	50	20.9	19,672	10.7
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	.4	277	.2
VARIES BY SEX, MARITAL OR DEPENDENT STATUS	1	.4	1,690	.9
FLAT SUM PAYMENT	4	1.7	2,045	1.1
NOT SPECIFIED	15	6.3	7,591	4.1
OTHER	1	.4	158	.1
TOTAL	239	100.0	183,201	100.0

TABLE 136 SPECIALIZED INSURANCE BENEFITS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	88	36.8	72,639	39.6
PRESCRIPTION DRUG PLAN ONLY	1	.4	122	.1
DENTAL CARE PLAN ONLY	130	54.4	97,063	53.0
PRESCRIPTION DRUG PLAN AND DENTAL CARE PLAN	4	1.7	4,513	2.5
PRESCRIPTION DRUG PLAN AND VISON CARE PLAN	1	.4	700	.4
DENTAL CARE PLAN AND VISION CARE PLAN	10	4.2	2,369	1.3
COMBINATION OF THREE PLANS	5	2.1	5,795	3.2
TOTAL	239	100.0	183,201	100.0

TABLE 137 MAJOR MEDICAL OR COMPREHENSIVE BENEFIT PLANS *

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	206	86.2	164,663	89.9
PROVISION EXISTS	33	13.8	18,538	10.1
TOTAL	239	100.0	183,201	100.0

TABLE 138 EMPLOYER CONTRIBUTIONS TO LIFE INSURANCE PLANS

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	81	33.9	65,335	35.7
50.0 PER CENT	17	7.1	17,719	9.7
55.0 PER CENT	1	.4	110	.1
60.0 PER CENT	3	1.3	1,010	.6
70.0 PER CENT	3	1.3	515	.3
75.0 PER CENT	36	15.1	32,535	17.8
80.0 PER CENT	3	1.3	338	.2
100.0 PER CENT	54	22.6	18,254	10.0
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	12	5.0	28,854	15.7
FLAT SUM PAYMENT	7	2.9	4,567	2.5
NOT SPECIFIED	22	9.2	13,964	7.6
TOTAL	239	100.0	183,201	100.0

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* For explanation see number 14 in the Definitions at page viii.

TABLE 139 AMOUNT OF BENEFITS PROVIDED IN LIFE INSURANCE PLANS

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	81	33.9	64,863	35.4
4,000 DOLLARS	1	.4	157	.1
5,000 DOLLARS	2	.8	662	.4
6,000 DOLLARS	1	.4	120	.1
7,000 DOLLARS	1	.4	158	.1
10,000 DOLLARS	5	2.1	889	.5
12,000 DOLLARS	2	.8	245	.1
13,000 DOLLARS	1	.4	125	.1
15,000 DOLLARS	8	3.3	2,323	1.3
17,000 DOLLARS	2	.8	1,500	.8
20,000 DOLLARS	6	2.5	1,011	.6
25,000 DOLLARS	6	2.5	1,788	1.0
26,500 DOLLARS	1	.4	230	.1
27,500 DOLLARS	2	.8	445	.2
28,000 DOLLARS	5	2.1	652	.4
29,000 DOLLARS	3	1.3	436	.2
30,000 DOLLARS	3	1.3	990	.5
33,000 DOLLARS	1	.4	350	.2
50,000 DOLLARS	1	.4	465	.3
VARIES WITH INCOME OR JOB CLASSIFICATION	32	13.4	44,920	24.5
VARIES BY SEX, MARITAL OR DEPENDENT STATUS	3	1.3	1,995	1.1
CHANGES DURING TERM OF AGREEMENT	1	.4	700	.4
NOT SPECIFIED	71	29.7	58,177	31.8
TOTAL	239	100.0	183,201	100.0

TABLE 140 EMPLOYER CONTRIBUTIONS TO A. D. & D. INSURANCE

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	142	59.4	107,626	58.7
50.0 PER CENT	3	1.3	745	.4
55.0 PER CENT	1	.4	110	.1
60.0 PER CENT	2	.8	1,468	.8
70.0 PER CENT	1	.4	185	.1
75.0 PER CENT	35	14.6	31,593	17.2
80.0 PER CENT	3	1.3	338	.2
100.0 PER CENT	27	11.3	7,122	3.9
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	11	4.6	28,622	15.6
NOT SPECIFIED	14	5.9	5,392	2.9
TOTAL	239	100.0	183,201	100.0

TABLE 141 AMOUNT OF BENEFITS PROVIDED IN A. D. & D. INSURANCE

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	140	58.6	107,365	58.6
6,000 DOLLARS	1	.4	120	.1
10,000 DOLLARS	5	2.1	889	.5
11,000 DOLLARS	1	.4	104	.1
12,000 DOLLARS	1	.4	113	.1
13,000 DOLLARS	1	.4	125	.1
15,000 DOLLARS	3	1.3	371	.2
17,000 DOLLARS	2	.8	1,500	.8
20,000 DOLLARS	5	2.1	881	.5
25,000 DOLLARS	1	.4	275	.2
26,500 DOLLARS	1	.4	230	.1
27,500 DOLLARS	2	.8	445	.2
28,000 DOLLARS	5	2.1	652	.4
29,000 DOLLARS	3	1.3	436	.2
30,000 DOLLARS	3	1.3	970	.5
40,000 DOLLARS	1	.4	130	.1
50,000 DOLLARS	2	.8	742	.4
VARIES WITH INCOME OR JOB CLASSIFICATION	24	10.0	35,389	19.3
VARIES BY SEX, MARITAL OR DEPENDENT STATUS	1	.4	100	.1
NOT SPECIFIED	35	14.6	32,093	17.5
OTHER	2	.8	271	.1
TOTAL	239	100.0	183,201	100.0

TABLE 142 EMPLOYER CONTRIB. TO WEEKLY SICKNESS & ACCIDENT INDEMNITY

AMOUNT OF PREMIUM CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	143	59.8	131,322	71.7
50.0 PER CENT	7	2.9	1,128	.6
55.0 PER CENT	1	.4	110	.1
60.0 PER CENT	1	.4	268	.1
70.0 PER CENT	2	.8	389	.2
75.0 PER CENT	19	7.9	17,164	9.4
80.0 PER CENT	2	.8	238	.1
100.0 PER CENT	36	15.1	14,156	7.7
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	.4	176	.1
FLAT SUM PAYMENT	4	1.7	1,097	.6
NOT SPECIFIED	21	8.8	15,901	8.7
OTHER	2	.8	1,252	.7
TOTAL	239	100.0	183,201	100.0

TABLE 143 AMOUNT OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	142	59.4	130,957	71.5
$100.00 PER WEEK	1	.4	268	.1
$150.00 PER WEEK	1	.4	100	.1
$180.00 PER WEEK	1	.4	100	.1
$210.00 PER WEEK	1	.4	125	.1
$231.00 PER WEEK	2	.8	798	.4
$240.00 PER WEEK	1	.4	500	.3
$245.00 PER WEEK	2	.8	355	.2
$260.00 PER WEEK	4	1.7	594	.3
$270.00 PER WEEK	1	.4	100	.1
$275.00 PER WEEK	2	.8	361	.2
$300.00 PER WEEK	1	.4	520	.3
$350.00 PER WEEK	1	.4	594	.3
$360.00 PER WEEK	1	.4	300	.2
$500.00 PER WEEK	1	.4	117	.1
EXPRESSED AS PERCENT OF WAGES	33	13.8	14,656	8.0
VARIES WITH INCOME OR JOB CLASSIFICATION	19	7.9	17,324	9.5
VARIES WITH SEX OR WITH SEX AND INCOME	5	2.1	8,495	4.6
CHANGES DURING TERM OF AGREEMENT	1	.4	165	.1
NOT SPECIFIED	17	7.1	6,542	3.6
OTHER	2	.8	230	.1
TOTAL	239	100.0	183,201	100.0

TABLE 144 MAXIMUM DURATION OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

MAXIMUM DURATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	145	60.7	135,539	74.0
12 WEEKS	1	.4	1,400	.8
13 WEEKS	3	1.3	993	.5
15 WEEKS	5	2.1	1,257	.7
16 WEEKS	1	.4	145	.1
17 WEEKS	1	.4	117	.1
26 WEEKS	23	9.6	5,473	3.0
37 WEEKS	1	.4	500	.3
39 WEEKS	1	.4	185	.1
52 WEEKS	12	5.0	9,395	5.1
54 WEEKS	1	.4	150	.1
VARIES WITH LENGTH OF SERVICE	12	5.0	12,113	6.6
VARIES BY SEX	2	.8	635	.3
NOT SPECIFIED	30	12.6	15,188	8.3
OTHER	1	.4	111	.1
TOTAL	239	100.0	183,201	100.0

TABLE 145 LONG TERM DISABILITY BENEFIT PLANS

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	133	55.6	89,009	48.6
PROVISION EXISTS	106	44.4	94,192	51.4
TOTAL	239	100.0	183,201	100.0

TABLE 146 EMPLOYER CONTRIBUTIONS TO NON-SPECIFIED EMPLOYEE BENEFITS

PERCENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	164	68.6	114,975	62.8
50.0 PER CENT	1	.4	195	.1
60.0 PER CENT	1	.4	120	.1
75.0 PER CENT	3	1.3	1,936	1.1
100.0 PER CENT	6	2.5	4,957	2.7
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	.4	338	.2
FLAT SUM PAYMENT	41	17.2	47,884	26.1
NOT SPECIFIED	22	9.2	12,796	7.0
TOTAL	239	100.0	183,201	100.0

TABLE 147 PENSION PLANS

FINANCING ARRANGEMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	79	33.1	66,083	36.1
NON-CONTRIBUTORY	17	7.1	17,363	9.5
CONTRIBUTORY	35	14.6	32,657	17.8
NOT SPECIFIED	108	45.2	67,098	36.6
TOTAL	239	100.0	183,201	100.0

SECTION II

MINING

(Includes mines, quarries, crude petroleum and natural gas wells)

TABLE 1 EXPIRY DATES OF SELECTED AGREEMENTS

YEAR AND MONTH OF EXPIRATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
1983	2	33.3	865	31.3
MARCH	1	16.7	365	13.2
DECEMBER	1	16.7	500	18.1
1984	4	66.7	1,900	68.7
JANUARY	1	16.7	140	5.1
MAY	1	16.7	1,036	37.5
JUNE	2	33.3	724	26.2
TOTAL	6	100.0	2,765	100.0

TABLE 2 DISTRIBUTION BY ECONOMIC REGION AND CENSUS DIVISION *

ECONOMIC REGION AND CENSUS DIVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
THE PARKS	2	33.3	1,094	39.6
CENSUS DIVISION NO. 9	1	16.7	500	18.1
CENSUS DIVISION NO. 14	1	16.7	594	21.5
EDMONTON / LLOYDMIN.	3	50.0	635	23.0
CENSUS DIVISION NO. 6	1	16.7	130	4.7
CENSUS DIVISION NO. 11	1	16.7	140	5.1
MULTIPLE CENSUS DIVISIONS	1	16.7	365	13.2
ATHABASCA	1	16.7	1,036	37.5
CENSUS DIVISION NO. 12	1	16.7	1,036	37.5
TOTAL	6	100.0	2,765	100.0

TABLE 3 DISTRIBUTION BY ECONOMIC REGION AND URBAN CENTRE **

ECONOMIC REGION AND URBAN CENTRE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
THE PARKS	2	33.3	1,094	39.6
REMAINDER	2	33.3	1,094	39.6
EDMONTON / LLOYDMIN.	3	50.0	635	23.0
EDMONTON	1	16.7	140	5.1
REMAINDER	2	33.3	495	17.9
ATHABASCA	1	16.7	1,036	37.5
FORT MCMURRAY	1	16.7	1,036	37.5
TOTAL	6	100.0	2,765	100.0

TABLE 4 UNIONS REPRESENTING EMPLOYEES COVERED BY AGREEMENTS

UNION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
C.L.C. DIRECTLY CHARTERED	1	16.7	365	13.2
EMPLOYEES ASSOCIATION	2	33.3	1,166	42.2
ENERGY & CHEMICAL WORKERS	1	16.7	140	5.1
MINE WORKERS	2	33.3	1,094	39.6
TOTAL	6	100.0	2,765	100.0

TABLE 5 DURATION

DURATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
ONE YEAR	3	50.0	770	27.8
TWO YEARS	2	33.3	1,401	50.7
MORE THAN THREE YEARS	1	16.7	594	21.5
TOTAL	6	100.0	2,765	100.0

* For explanation see number 1 in the Definitions at page viii.

** For explanation see number 2 in the Definitions at page viii.

TABLE 6 SIZE OF BARGAINING UNITS COVERED

SIZE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
100 - 199 EMPLOYEES	2	33.3	270	9.8
200 - 499 EMPLOYEES	1	16.7	365	13.2
500 - 999 EMPLOYEES	2	33.3	1,094	39.6
1,000 OR MORE EMPLOYEES	1	16.7	1,036	37.5
TOTAL	6	100.0	2,765	100.0

TABLE 7 TYPE OF BARGAINING UNIT COVERED *

TYPE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NON-OFFICE EMPLOYEES	6	100.0	2,765	100.0
TOTAL	6	100.0	2,765	100.0

TABLE 8 NON-DISCRIMINATION PROVISIONS

NON-DISCRIMINATION PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	33.3	1,094	39.6
UNION MEMBERSHIP	1	16.7	130	4.7
RACE, RELIGION, NATIONALITY, SEX, AGE, UNION MEMBERSHIP, MARITAL STATUS	1	16.7	365	13.2
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP, SEX, MARITAL STATUS	1	16.7	1,036	37.5
OTHER	1	16.7	140	5.1
TOTAL	6	100.0	2,765	100.0

TABLE 9 MANAGEMENTS RIGHTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
GENERAL STATEMENT OF MANAGEMENT RIGHTS	1	16.7	594	21.5
ENUMERATED LIST OF MANAGEMENT RIGHTS	1	16.7	500	18.1
GENERAL STATEMENT OF MANAGEMENT RIGHTS, WITH RESIDUAL RIGHTS CLAUSE	1	16.7	1,036	37.5
ENUMERATED LIST OF MANAGEMENT RIGHTS, WITH RESIDUAL RIGHTS CLAUSE	3	50.0	635	23.0
TOTAL	6	100.0	2,765	100.0

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* For explanation see number 3 in the Definitions at page viii.

TABLE 10 UNION MEMBERSHIP REQUIREMENTS *

MEMBERSHIP REQUIREMENTS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	50.0	1,306	47.2
UNION SHOP	3	50.0	1,459	52.8
TOTAL	6	100.0	2,765	100.0

TABLE 11 CHECK-OFF PAYMENTS

TYPE OF PAYMENT CHECK-OFF	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
DUES CHECK-OFF ONLY	3	50.0	1,306	47.2
DUES, INITIATION FEES AND ASSESSMENTS	2	33.3	959	34.7
DUES, ASSESSMENTS AND FINES	1	16.7	500	18.1
TOTAL	6	100.0	2,765	100.0

TABLE 12 UNION DUES CHECK-OFF

CHECK-OFF PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
COMPULSORY FOR ALL EMPLOYEES COVERED BY THE AGREEMENT	3	50.0	1,770	64.0
COMPULSORY FOR NEW EMPLOYEES	1	16.7	500	18.1
VOLUNTARY FOR ALL EMPLOYEES COVERED BY THE AGREEMENT	2	33.3	495	17.9
TOTAL	6	100.0	2,765	100.0

TABLE 13 PROBATIONARY PERIOD FOR NEWLY-HIRED EMPLOYEES

PROBATIONARY PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	16.7	594	21.5
30 CALENDAR DAYS	1	16.7	500	18.1
60 CALENDAR DAYS	1	16.7	365	13.2
60 WORKING DAYS	1	16.7	1,036	37.5
120 WORKING DAYS	1	16.7	140	5.1
6 MONTHS	1	16.7	130	4.7
TOTAL	6	100.0	2,765	100.0

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* For explanation see number 4 in the Definitions at page viii.

TABLE 14 TYPE OF SENIORITY UNIT FOR LAYOFFS, PROMOTIONS, TRANSFERS

SENIORITY UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
COMPANY	2	33.3	1,094	39.6
COMBINATION OF COMPANY AND PLANT	1	16.7	130	4.7
COMBINATION OF PLANT AND JOB OR OCCUPATIONAL CLASSIFICATION	1	16.7	365	13.2
PLANT, DEPARTMENT AND JOB OR OCCUPATIONAL CLASSIFICATION	2	33.3	1,176	42.5
TOTAL	6	100.0	2,765	100.0

TABLE 15 RETENTION OF SENIORITY OR RECALL RIGHTS DURING LAY-OFF

RETENTION PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
6 MONTHS	3	50.0	1,224	44.3
12 MONTHS	2	33.3	1,176	42.5
PERIOD RELATED TO LENGTH OF SERVICE, MAXIMUM	1	16.7	365	13.2
TOTAL	6	100.0	2,765	100.0

TABLE 16 ADVANCE NOTICE OF LAY-OFF

LENGTH OF NOTICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	83.3	1,729	62.5
OTHER	1	16.7	1,036	37.5
TOTAL	6	100.0	2,765	100.0

TABLE 17 PAY IN LIEU OF NOTICE OF LAY-OFF

AMOUNT OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	100.0	2,765	100.0
TOTAL	6	100.0	2,765	100.0

TABLE 18 ADVANCE NOTICE OF TERMINATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	83.3	2,400	86.8
PROVISION EXISTS FOR ADVANCE NOTICE ONLY	1	16.7	365	13.2
TOTAL	6	100.0	2,765	100.0

TABLE 19 JOB POSTING

POSTING PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
7 CALENDAR DAYS	3	50.0	1,306	47.2
4 WORKING DAYS	1	16.7	365	13.2
5 WORKING DAYS	2	33.3	1,094	39.6
TOTAL	6	100.0	2,765	100.0

TABLE 20 ROLE OF SENIORITY IN PROMOTIONS

SENIORITY IN PROMOTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
PRIMARY FACTOR	4	66.7	2,041	73.8
SECONDARY FACTOR	1	16.7	130	4.7
OTHER	1	16.7	594	21.5
TOTAL	6	100.0	2,765	100.0

TABLE 21 ROLE OF SENIORITY IN TRANSFERS

SENIORITY IN TRANSFERS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	16.7	130	4.7
PRIMARY FACTOR	4	66.7	2,041	73.8
SECONDARY FACTOR	1	16.7	594	21.5
TOTAL	6	100.0	2,765	100.0

TABLE 22 ROLE OF SENIORITY IN LAY-OFFS

SENIORITY IN LAY-OFFS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
SOLE FACTOR	3	50.0	1,770	64.0
PRIMARY FACTOR	3	50.0	995	36.0
TOTAL	6	100.0	2,765	100.0

TABLE 23 EMPLOYEE GRIEVANCE - INITIAL PRESENTATION

GRIEVANCE PRESENTED BY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
EMPLOYEES WITH OR WITHOUT UNION REPRESENTATIVE	5	83.3	2,400	86.8
UNION ONLY	1	16.7	365	13.2
TOTAL	6	100.0	2,765	100.0

TABLE 24 SPECIAL GRIEVANCE PROCEDURE - DISCIPLINE & DISMISSAL CASES

SPECIAL PROCEDURE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	16.7	365	13.2
NUMBER OF STEPS IN THE GRIEVANCE PROCEDURE IS REDUCED	5	83.3	2,400	86.8
TOTAL	6	100.0	2,765	100.0

TABLE 25 GRIEVANCE ARBITRATION - NUMBER OF ARBITRATORS

NUMBER OF ARBITRATORS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
SPECIFIC PROVISION FOR SINGLE ARBITRATOR	2	33.3	1,094	39.6
SPECIFIC PROVISION FOR PANEL/BOARD OF ARBITRATORS	3	50.0	635	23.0
PROVISION FOR SINGLE ARBITRATOR OR BOARD OF ARBITRATORS	1	16.7	1,036	37.5
TOTAL	6	100.0	2,765	100.0

TABLE 26 SCHEDULED WORK-WEEK (NUMBER OF DAYS)

DAYS PER WEEK	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIVE DAYS A WEEK	3	50.0	1,901	68.8
WORK DAYS VARY FOR DIFFERENT GROUPS OF EMPLOYEES	3	50.0	864	31.2
TOTAL	6	100.0	2,765	100.0

TABLE 27 STANDARD DAILY HOURS *

NUMBER OF HOURS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
8 HOURS	4	66.7	2,041	73.8
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	2	33.3	724	26.2
TOTAL	6	100.0	2,765	100.0

* For explanation see number 5 in the Definitions at page viii.

TABLE 28 STANDARD OR AVERAGE WEEKLY HOURS

NUMBER OF HOURS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
37-1/3 HOURS	1	16.7	140	5.1
40 HOURS	4	66.7	2,031	73.5
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	16.7	594	21.5
TOTAL	6	100.0	2,765	100.0

TABLE 29 PAID MEAL PERIOD PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	33.3	495	17.9
MEAL PERIOD PAID TO ALL EMPLOYEES DURING REGULAR WORK SCHEDULE	2	33.3	1,094	39.6
MEAL PERIOD PAID ON OVERTIME WORK	1	16.7	1,036	37.5
THREE SHIFTS AND OVERTIME	1	16.7	140	5.1
TOTAL	6	100.0	2,765	100.0

TABLE 30 COMPRESSED WORK WEEK AND FLEXTIME

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	66.7	2,031	73.5
PROVISION FOR COMPRESSED WORK-WEEK	2	33.3	734	26.5
TOTAL	6	100.0	2,765	100.0

TABLE 31 OVERTIME RATE AFTER SCHEDULED DAILY HOURS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
TIME AND ONE-HALF	2	33.3	1,094	39.6
TIME AND THREE-QUARTERS	1	16.7	1,036	37.5
DOUBLE TIME	3	50.0	635	23.0
TOTAL	6	100.0	2,765	100.0

TABLE 32 OVERTIME RATE AFTER SCHEDULED WEEKLY HOURS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	16.7	140	5.1
TIME AND ONE-HALF	2	33.3	1,094	39.6
TIME AND THREE-QUARTERS	1	16.7	1,036	37.5
DOUBLE TIME	2	33.3	495	17.9
TOTAL	6	100.0	2,765	100.0

TABLE 33 OVERTIME RATE FOR SATURDAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	66.7	1,671	60.4
TIME AND ONE-HALF	2	33.3	1,094	39.6
TOTAL	6	100.0	2,765	100.0

TABLE 34 OVERTIME RATE FOR SUNDAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	50.0	1,306	47.2
DOUBLE TIME	3	50.0	1,459	52.8
TOTAL	6	100.0	2,765	100.0

TABLE 35 OVERTIME RATE ON SIXTH DAY (NOT SCHEDULED) *

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	16.7	500	18.1
TIME AND ONE-HALF	1	16.7	594	21.5
TIME AND THREE-QUARTERS	1	16.7	1,036	37.5
DOUBLE TIME	3	50.0	635	23.0
TOTAL	6	100.0	2,765	100.0

* For explanation see number 6 in the Definitions at page viii.

TABLE 36 OVERTIME RATE ON SEVENTH DAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	16.7	500	18.1
TIME AND ONE-HALF	1	16.7	594	21.5
TIME AND THREE-QUARTERS	1	16.7	1,036	37.5
DOUBLE TIME	3	50.0	635	23.0
TOTAL	6	100.0	2,765	100.0

TABLE 37 PAYMENT FOR OR SUPPLY OF MEALS

AMOUNT OF PAYMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	16.7	500	18.1
$ 5.75 PER MEAL PAID OR SUPPLIED AFTER 2 HOURS OF OVERTIME	1	16.7	140	5.1
MEALS FURNISHED BY EMPLOYER AFTER 2 HOURS OF OVERTIME	4	66.7	2,125	76.9
TOTAL	6	100.0	2,765	100.0

TABLE 38 RIGHT TO REFUSE OVERTIME

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	33.3	505	18.3
PROVISION EXISTS	4	66.7	2,260	81.7
TOTAL	6	100.0	2,765	100.0

TABLE 39 PREMIUM PAY FOR WORK ON SCHEDULED SATURDAY

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	83.3	2,171	78.5
TIME RATE PAYMENT TIME AND ONE-HALF	1	16.7	594	21.5
TOTAL	6	100.0	2,765	100.0

TABLE 40 PREMIUM PAY FOR WORK ON SCHEDULED SUNDAY

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	83.3	2,171	78.5
OTHER	1	16.7	594	21.5
TOTAL	6	100.0	2,765	100.0

TABLE 41 SECOND SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
CENTS PER HOUR				
20.0 CENTS	1	16.7	594	21.5
30.0 CENTS	2	33.3	865	31.3
59.0 CENTS	1	16.7	130	4.7
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	16.7	140	5.1
PER CENT OF WAGES				
4.0 PER CENT	1	16.7	1,036	37.5
TOTAL	6	100.0	2,765	100.0

TABLE 42 THIRD SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
CENTS PER HOUR				
25.0 CENTS	1	16.7	594	21.5
40.0 CENTS	1	16.7	500	18.1
60.0 CENTS	1	16.7	365	13.2
100.0 CENTS	1	16.7	130	4.7
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	16.7	140	5.1
PER CENT OF WAGES				
7.0 PER CENT	1	16.7	1,036	37.5
TOTAL	6	100.0	2,765	100.0

TABLE 43 SPLIT SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	100.0	2,765	100.0
TOTAL	6	100.0	2,765	100.0

TABLE 44 PREMIUM PAY FOR DIRTY WORK

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	100.0	2,765	100.0
TOTAL	6	100.0	2,765	100.0

TABLE 45 PREMIUM PAY FOR HAZARDOUS WORK

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	66.7	1,671	60.4
FLAT AMOUNT PER SHIFT $ 5.00 PER SHIFT	1	16.7	594	21.5
OTHER	1	16.7	500	18.1
TOTAL	6	100.0	2,765	100.0

TABLE 46 PREMIUM PAY FOR ABNORMAL WORKING CONDITIONS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	83.3	2,265	81.9
OTHER	1	16.7	500	18.1
TOTAL	6	100.0	2,765	100.0

TABLE 47 STAND-BY OR ON-CALL ADJUSTMENTS

PAY PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	83.3	2,625	94.9
PROVISION EXISTS	1	16.7	140	5.1
TOTAL	6	100.0	2,765	100.0

TABLE 48 REPORTING PAY GUARANTEES

MINIMUM GUARANTEE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	16.7	1,036	37.5
4.0 HOURS OF WORK OR PAY	3	50.0	1,089	39.4
GRADUATED PAYMENTS	1	16.7	140	5.1
OTHER	1	16.7	500	18.1
TOTAL	6	100.0	2,765	100.0

TABLE 49 CALL-BACK PAY GUARANTEE

MINIMUM GUARANTEE AND RATE OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
MINIMUM OF 4.0 HOURS AT				
STRAIGHT TIME	1	16.7	500	18.1
TIME AND ONE-HALF	1	16.7	365	13.2
TIME AND THREE-QUARTERS	1	16.7	1,036	37.5
DOUBLE TIME	1	16.7	140	5.1
MINIMUM OF 4.0 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	2	33.3	724	26.2
TOTAL	6	100.0	2,765	100.0

TABLE 50 WAGE OR EMPLOYMENT GUARANTEES

GUARANTEE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	100.0	2,765	100.0
TOTAL	6	100.0	2,765	100.0

TABLE 51 PAY ON TEMPORARY TRANSFERS TO LOWER-RATED JOBS

RATE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	33.3	640	23.1
EMPLOYEE RETAINS HIS RATE FOR DURATION OF TRANSFER	4	66.7	2,125	76.9
TOTAL	6	100.0	2,765	100.0

TABLE 52 PAY ON TEMPORARY TRANSFERS TO HIGHER-RATED JOBS

RATE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	16.7	500	18.1
EMPLOYEE PAID HIGHER RATE FOR DURATION OF TRANSFER	2	33.3	1,630	59.0
EMPLOYEE PAID HIGHER RATE ONLY AFTER A SPECIFIED PERIOD	3	50.0	635	23.0
TOTAL	6	100.0	2,765	100.0

TABLE 53 PAID REST OR RELIEF PERIODS

DAILY TIME ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	33.3	270	9.8
2 PERIODS, 10 MINUTES EACH	2	33.3	1,094	39.6
PERIODS AND DURATION NOT SPECIFIED	2	33.3	1,401	50.7
TOTAL	6	100.0	2,765	100.0

TABLE 54 PAID CLEAN-UP OR CLOTHES CHANGING TIME

DAILY TIME ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	66.7	2,260	81.7
1 PERIOD 5 MINUTES EACH	1	16.7	365	13.2
PERIODS AND DURATION NOT SPECIFIED	1	16.7	140	5.1
TOTAL	6	100.0	2,765	100.0

TABLE 55 NUMBER OF PAID HOLIDAYS

ANNUAL ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	16.7	130	4.7
10 FULL HOLIDAYS	1	16.7	1,036	37.5
11 FULL HOLIDAYS	4	66.7	1,599	57.8
TOTAL	6	100.0	2,765	100.0

TABLE 56 YEAR-END HOLIDAY PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	100.0	2,765	100.0
TOTAL	6	100.0	2,765	100.0

TABLE 57 SERVICE REQUIREMENTS FOR HOLIDAY PAY

PERIOD OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	100.0	2,765	100.0
TOTAL	6	100.0	2,765	100.0

TABLE 58 WORK REQUIREMENTS FOR HOLIDAY PAY

WORK REQUIREMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	33.3	495	17.9
DAY BEFORE AND AFTER HOLIDAY	4	66.7	2,270	82.1
TOTAL	6	100.0	2,765	100.0

TABLE 59 LOSS OF HOLIDAY PAY - FAILURE TO REPORT FOR SCHEDULED WORK

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	50.0	995	36.0
PROVISION EXISTS	3	50.0	1,770	64.0
TOTAL	6	100.0	2,765	100.0

TABLE 60 PAY FOR HOLIDAYS FALLING ON SATURDAY

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	50.0	995	36.0
PRECEDING FRIDAY OFF WITH PAY	1	16.7	1,036	37.5
FOLLOWING MONDAY OFF WITH PAY	1	16.7	140	5.1
OTHER	1	16.7	594	21.5
TOTAL	6	100.0	2,765	100.0

TABLE 61 PAY FOR HOLIDAYS FALLING ON SUNDAY

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	50.0	995	36.0
FOLLOWING MONDAY OFF WITH PAY	2	33.3	1,176	42.5
OTHER	1	16.7	594	21.5
TOTAL	6	100.0	2,765	100.0

TABLE 62 COMPENSATION FOR HOLIDAYS FALLING WITHIN VACATION PERIOD

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	16.7	130	4.7
EXTRA DAYS VACATION WITH PAY	4	66.7	2,135	77.2
EXTRA DAYS PAY	1	16.7	500	18.1
TOTAL	6	100.0	2,765	100.0

TABLE 63 COMPENSATION FOR HOLIDAYS FALLING ON SCHEDULED DAYS OFF

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	50.0	1,224	44.3
EXTRA DAY OFF WITH PAY	3	50.0	1,541	55.7
TOTAL	6	100.0	2,765	100.0

TABLE 64 COMPENSATION FOR WORK ON PAID HOLIDAYS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	16.7	130	4.7
TIME AND ONE-HALF PLUS HOLIDAY PAY	2	33.3	1,094	39.6
TIME AND THREE-QUARTERS PLUS HOLIDAY PAY	1	16.7	1,036	37.5
DOUBLE TIME PLUS HOLIDAY PAY	2	33.3	505	18.3
TOTAL	6	100.0	2,765	100.0

TABLE 65 LENGTH OF SERVICE FOR TWO WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	33.3	270	9.8
1 YEAR	4	66.7	2,495	90.2
TOTAL	6	100.0	2,765	100.0

* For explanation see number 7 in the Definitions at page viii.

TABLE 66 LENGTH OF SERVICE FOR THREE WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	16.7	130	4.7
1 YEAR	1	16.7	140	5.1
2 YEARS	1	16.7	500	18.1
3 YEARS	3	50.0	1,995	72.2
TOTAL	6	100.0	2,765	100.0

TABLE 67 LENGTH OF SERVICE FOR FOUR WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	16.7	130	4.7
4 YEARS	1	16.7	500	18.1
10 YEARS	4	66.7	2,135	77.2
TOTAL	6	100.0	2,765	100.0

TABLE 68 LENGTH OF SERVICE FOR FIVE WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	33.3	724	26.2
11 YEARS	1	16.7	500	18.1
20 YEARS	3	50.0	1,541	55.7
TOTAL	6	100.0	2,765	100.0

TABLE 69 LENGTH OF SERVICE FOR SIX WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	66.7	2,125	76.9
21 YEARS	1	16.7	500	18.1
25 YEARS	1	16.7	140	5.1
TOTAL	6	100.0	2,765	100.0

* For explanation see number 7 in the Definitions at page viii.

TABLE 70 MAXIMUM PAID VACATION *

MAXIMUM VACATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	16.7	130	4.7
FOUR WEEKS	1	16.7	594	21.5
FIVE WEEKS	2	33.3	1,401	50.7
SIX WEEKS	2	33.3	640	23.1
TOTAL	6	100.0	2,765	100.0

TABLE 71 PAY IN LIEU OF VACATIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	66.7	1,671	60.4
PROVISION EXISTS	2	33.3	1,094	39.6
TOTAL	6	100.0	2,765	100.0

TABLE 72 PAID SICK LEAVE (CASUAL ILLNESS) **

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	83.3	2,400	86.8
CASUAL ILLNESS LEAVE	1	16.7	365	13.2
TOTAL	6	100.0	2,765	100.0

TABLE 73 SERVICE REQUIREMENTS FOR PAID SICK LEAVE **

PERIOD OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	83.3	2,400	86.8
3 MONTHS	1	16.7	365	13.2
TOTAL	6	100.0	2,765	100.0

TABLE 74 AMOUNT OF PAID SICK LEAVE **

AMOUNT OF LEAVE PER YEAR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	83.3	2,400	86.8
5 DAYS	1	16.7	365	13.2
TOTAL	6	100.0	2,765	100.0

* For explanation see number 7 in the Definitions at page viii.

** For explanation see number 8 in the Definitions at page viii.

TABLE 75 MAXIMUM ACCUMULATION OF UNUSED SICK LEAVE *

MAXIMUM ACCUMULATION ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	83.3	2,400	86.8
240 - 269 DAYS	1	16.7	365	13.2
TOTAL	6	100.0	2,765	100.0

TABLE 76 PAYMENT OF UNUSED SICK LEAVE ON TERMINATION OF EMPLOYMENT *

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	100.0	2,765	100.0
TOTAL	6	100.0	2,765	100.0

TABLE 77 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID ON TERMINATION *

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	100.0	2,765	100.0
TOTAL	6	100.0	2,765	100.0

TABLE 78 PAYMENT FOR UNUSED SICK LEAVE ON RETIREMENT *

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	100.0	2,765	100.0
TOTAL	6	100.0	2,765	100.0

TABLE 79 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID ON RETIREMENT *

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	100.0	2,765	100.0
TOTAL	6	100.0	2,765	100.0

TABLE 80 PAYMENT FOR UNUSED SICK LEAVE ON DEATH *

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	100.0	2,765	100.0
TOTAL	6	100.0	2,765	100.0

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* For explanation see number 8 in the Definitions at page viii.

TABLE 81 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID FOR ON DEATH *

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	100.0	2,765	100.0
TOTAL	6	100.0	2,765	100.0

TABLE 82 INJURY PAY PROVISIONS **

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	50.0	1,306	47.2
PROVISION EXISTS	3	50.0	1,459	52.8
TOTAL	6	100.0	2,765	100.0

TABLE 83 WORKERS COMPENSATION PAY SUPPLEMENTS

AMOUNT OF SUPPLEMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	100.0	2,765	100.0
TOTAL	6	100.0	2,765	100.0

TABLE 84 MAXIMUM PERIOD OF WORKERS COMPENSATION PAY SUPPLEMENTS

MAXIMUM PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	100.0	2,765	100.0
TOTAL	6	100.0	2,765	100.0

TABLE 85 PAID JURY DUTY LEAVE

AMOUNT OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
DIFFERENCE BETWEEN REGULAR PAY AND JURY FEES	4	66.7	2,495	90.2
NOT SPECIFIED	2	33.3	270	9.8
TOTAL	6	100.0	2,765	100.0

* For explanation see number 8 in the Definitions at page viii.

** For explanation see number 9 in the Definitions at page viii.

TABLE 86 PAID BEREAVEMENT LEAVE

MAXIMUM NUMBER OF DAYS ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	16.7	130	4.7
IMMEDIATE FAMILY ONLY 3.0 DAYS	3	50.0	1,234	44.6
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE OR OTHER RELATIVES	1	16.7	365	13.2
3.0 DAYS BASIC LEAVE WITH 2.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	1	16.7	1,036	37.5
TOTAL	6	100.0	2,765	100.0

TABLE 87 SERVICE REQUIREMENTS FOR MATERNITY LEAVE

SERVICE REQUIREMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	100.0	2,765	100.0
TOTAL	6	100.0	2,765	100.0

TABLE 88 LENGTH OF MATERNITY LEAVE

LENGTH OF LEAVE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	100.0	2,765	100.0
TOTAL	6	100.0	2,765	100.0

TABLE 89 SENIORITY STATUS DURING MATERNITY LEAVE

SENIORITY STATUS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	100.0	2,765	100.0
TOTAL	6	100.0	2,765	100.0

TABLE 90 MATERNITY LEAVE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	100.0	2,765	100.0
TOTAL	6	100.0	2,765	100.0

TABLE 91 LEAVE ABSENCE FOR FULL-TIME UNION DUTIES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	50.0	1,306	47.2
PROVISION EXISTS	3	50.0	1,459	52.8
TOTAL	6	100.0	2,765	100.0

TABLE 92 LEAVE OF ABSENCE FOR UNION FUNCTIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	16.7	130	4.7
PROVISION EXISTS	5	83.3	2,635	95.3
TOTAL	6	100.0	2,765	100.0

TABLE 93 PAID LEAVE OF ABSENCE FOR PERSONAL REASONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	100.0	2,765	100.0
TOTAL	6	100.0	2,765	100.0

TABLE 94 LEAVE OF ABSENCE FOR EDUCATIONAL PURPOSES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	83.3	2,265	81.9
LEAVE WITH FULL PAY	1	16.7	500	18.1
TOTAL	6	100.0	2,765	100.0

TABLE 95 GRIEVANCE AND ARBITRATION PAY PROVISIONS *

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	33.3	630	22.8
GRIEVANCE PAY ONLY	4	66.7	2,135	77.2
TOTAL	6	100.0	2,765	100.0

* For explanation see number 10 in the Definitions at page viii.

TABLE 96 NEGOTIATION PAY PROVISIONS*

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	50.0	1,224	44.3
PROVISION EXISTS	3	50.0	1,541	55.7
TOTAL	6	100.0	2,765	100.0

TABLE 97 DANGEROUS WORK

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	100.0	2,765	100.0
TOTAL	6	100.0	2,765	100.0

TABLE 98 LABOUR MANAGEMENT SAFETY COMMITTEES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	16.7	130	4.7
PROVISION EXISTS	5	83.3	2,635	95.3
TOTAL	6	100.0	2,765	100.0

TABLE 99 SAFETY COMMITTEE PAY PROVISIONS

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	16.7	130	4.7
PROVISION EXISTS	5	83.3	2,635	95.3
TOTAL	6	100.0	2,765	100.0

TABLE 100 LABOUR-MANAGEMENT COMMITTEE

COMMITTEE PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	33.3	959	34.7
PROVISION FOR COMMITTEE WITH ONLY GENERAL STATEMENT OF ITS PURPOSE	3	50.0	1,306	47.2
PROVISION FOR COMMITTEE BUT RESTRICTED TO DISCUSSING A SPECIFIC LIST OF ITEMS	1	16.7	500	18.1
TOTAL	6	100.0	2,765	100.0

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* For explanation see number 11 in the Definitions at page viii.

TABLE 101 ALLOWANCES FOR SAFETY SHOES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	83.3	2,400	86.8
SAFETY SHOES SUPPLIED AT NO COST TO EMPLOYEE	1	16.7	365	13.2
TOTAL	6	100.0	2,765	100.0

TABLE 102 ALLOWANCES FOR SAFETY GLASSES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	50.0	1,306	47.2
SAFETY GLASSES SUPPLIED AT NO COST TO EMPLOYEE	3	50.0	1,459	52.8
TOTAL	6	100.0	2,765	100.0

TABLE 103 SUPPLY OF OR ALLOWANCES FOR WORK CLOTHING OR UNIFORMS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	83.3	1,729	62.5
INITIAL WORK CLOTHING SUPPLIED - NO COST - MONETARY ALLOWANCE FOR REPLACEMENTS	1	16.7	1,036	37.5
TOTAL	6	100.0	2,765	100.0

TABLE 104 MAINTENANCE OF WORK CLOTHING

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	100.0	2,765	100.0
TOTAL	6	100.0	2,765	100.0

TABLE 105 ALLOWANCE FOR TOOLS

ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	33.3	270	9.8
TOOLS SUPPLIED AT NO COST TO EMPLOYEE	1	16.7	1,036	37.5
TOOLS REPLACED AT NO COST TO EMPLOYEE	1	16.7	365	13.2
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF TOOLS	2	33.3	1,094	39.6
TOTAL	6	100.0	2,765	100.0

TABLE 106 MEAL, LODGING AND PER DIEM ALLOWANCES ON TRAVEL STATUS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	83.3	2,265	81.9
MEAL ALLOWANCE (OR MEALS SUPPLIED)	1	16.7	500	18.1
TOTAL	6	100.0	2,765	100.0

TABLE 107 TRAVEL TIME PAY

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	66.7	1,806	65.3
PORTAL TO PORTAL PAY	2	33.3	959	34.7
TOTAL	6	100.0	2,765	100.0

TABLE 108 MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR

ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	66.7	1,599	57.8
FLAT AMOUNT PER DAY				
1.20 DOLLARS	1	16.7	1,036	37.5
4.10 DOLLARS	1	16.7	130	4.7
TOTAL	6	100.0	2,765	100.0

TABLE 109 APPRENTICESHIP TRAINING PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	33.3	270	9.8
PROVISION EXISTS	4	66.7	2,495	90.2
TOTAL	6	100.0	2,765	100.0

TABLE 110 APPRENTICESHIP RATIO

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	100.0	2,765	100.0
TOTAL	6	100.0	2,765	100.0

TABLE 111 ON-THE-JOB TRAINING PROVISIONS *

PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	16.7	130	4.7
TRAINING FOR BARGAINING UNIT EMPLOYEES	4	66.7	2,135	77.2
TRAINING FOR BARGAINING AND NON-BARGAINING UNIT EMPLOYEES	1	16.7	500	18.1
TOTAL	6	100.0	2,765	100.0

TABLE 112 SEVERANCE PAY & LAY-OFF BENEFIT PLANS (OTHER THAN SUB) **

PLAN	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	33.3	495	17.9
SEVERANCE PAY PLAN	4	66.7	2,270	82.1
TOTAL	6	100.0	2,765	100.0

TABLE 113 SUPPLEMENTAL UNEMPLOYMENT BENEFIT (S.U.B.) PLANS

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	100.0	2,765	100.0
TOTAL	6	100.0	2,765	100.0

TABLE 114 RESTRICTIONS ON MOONLIGHTING

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	100.0	2,765	100.0
TOTAL	6	100.0	2,765	100.0

TABLE 115 RESTRICTIONS ON WORK BY NON-BARGAINING UNIT EMPLOYEES

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	50.0	770	27.8
PROVISION EXISTS	3	50.0	1,995	72.2
TOTAL	6	100.0	2,765	100.0

* For explanation see number 12 in the Definitions at page viii.

** For explanation see number 13 in the Definitions at page viii.

TABLE 116 RESTRICTIONS ON CONTRACTING OUT

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	50.0	635	23.0
PROVISION EXISTS	3	50.0	2,130	77.0
TOTAL	6	100.0	2,765	100.0

TABLE 117 TECHNOLOGICAL CHANGE - ADVANCE NOTICE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	83.3	1,729	62.5
6 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	1	16.7	1,036	37.5
TOTAL	6	100.0	2,765	100.0

TABLE 118 TECHNOLOGICAL CHANGE - CONSULTATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	66.7	1,589	57.5
PROVISION EXISTS	2	33.3	1,176	42.5
TOTAL	6	100.0	2,765	100.0

TABLE 119 TECHNOLOGICAL CHANGE - TRAINING BENEFITS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	83.3	1,729	62.5
PROVISION EXISTS	1	16.7	1,036	37.5
TOTAL	6	100.0	2,765	100.0

TABLE 120 TECHNOLOGICAL CHANGE - ATTRITION ARRANGEMENTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	83.3	1,729	62.5
PROVISION EXISTS	1	16.7	1,036	37.5
TOTAL	6	100.0	2,765	100.0

TABLE 121 TECHNOLOGICAL CHANGE - INCOME PROTECTION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	66.7	1,671	60.4
PROVISION EXISTS	2	33.3	1,094	39.6
TOTAL	6	100.0	2,765	100.0

TABLE 122 TECHNOLOGICAL CHANGE - JOINT AUTOMATION COMMITTEE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	100.0	2,765	100.0
TOTAL	6	100.0	2,765	100.0

TABLE 123 TECHNOLOGICAL CHANGE - RELOCATION ALLOWANCES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	100.0	2,765	100.0
TOTAL	6	100.0	2,765	100.0

TABLE 124 TECHNOLOGICAL CHANGE - TRANSFER ARRANGEMENTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	33.3	495	17.9
PROVISION EXISTS	4	66.7	2,270	82.1
TOTAL	6	100.0	2,765	100.0

TABLE 125 TECHNOLOGICAL CHANGE - ADVANCE NOTICE OF LAY-OFF

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	66.7	1,589	57.5
PROVISION EXISTS	2	33.3	1,176	42.5
TOTAL	6	100.0	2,765	100.0

TABLE 126 TECHNOLOGICAL CHANGE - SEVERANCE PAY

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	33.3	495	17.9
PROVISION EXISTS	4	66.7	2,270	82.1
TOTAL	6	100.0	2,765	100.0

TABLE 127 TECHNOLOGICAL CHANGE - ARBITRATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	100.0	2,765	100.0
TOTAL	6	100.0	2,765	100.0

TABLE 128 ADVANCE NOTICE OF PLANT CLOSING OR RELOCATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	100.0	2,765	100.0
TOTAL	6	100.0	2,765	100.0

TABLE 129 JOB EVALUATION AND UNION PARTICIPATION IN CLASSIFICATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	50.0	1,224	44.3
JOINT UNION-MANAGEMENT PARTICIPATION IN JOB CLASSIFICATION ON AD HOC BASIS	3	50.0	1,541	55.7
TOTAL	6	100.0	2,765	100.0

TABLE 130 GRIEVANCE OF JOB CLASSIFICATION OR RE-CLASSIFICATION

GRIEVANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	83.3	2,400	86.8
PROVISION EXISTS	1	16.7	365	13.2
TOTAL	6	100.0	2,765	100.0

TABLE 131 EQUAL PAY FOR WORK OF EQUAL VALUE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	100.0	2,765	100.0
TOTAL	6	100.0	2,765	100.0

TABLE 132 FREQUENCY OF COST-OF-LIVING ADJUSTMENTS

FREQUENCY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	100.0	2,765	100.0
TOTAL	6	100.0	2,765	100.0

TABLE 133 AMOUNT OF COST-OF-LIVING ADJUSTMENTS

AMOUNT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	100.0	2,765	100.0
TOTAL	6	100.0	2,765	100.0

TABLE 134 ATTENDANCE OR CONTINUOUS SERVICE BONUS

BONUS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	100.0	2,765	100.0
TOTAL	6	100.0	2,765	100.0

TABLE 135 EMPLOYER CONTRIBUTION TO BASIC MEDICAL & HOSPITAL PLANS

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	50.0	1,306	47.2
100.0 PER CENT	3	50.0	1,459	52.8
TOTAL	6	100.0	2,765	100.0

TABLE 136 SPECIALIZED INSURANCE BENEFITS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	50.0	1,306	47.2
DENTAL CARE PLAN ONLY	2	33.3	1,094	39.6
PRESCRIPTION DRUG PLAN AND DENTAL CARE PLAN	1	16.7	365	13.2
TOTAL	6	100.0	2,765	100.0

TABLE 137 MAJOR MEDICAL OR COMPREHENSIVE BENEFIT PLANS *

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	83.3	2,400	86.8
PROVISION EXISTS	1	16.7	365	13.2
TOTAL	6	100.0	2,765	100.0

TABLE 138 EMPLOYER CONTRIBUTIONS TO LIFE INSURANCE PLANS

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	50.0	1,306	47.2
50.0 PER CENT	1	16.7	500	18.1
100.0 PER CENT	1	16.7	594	21.5
NOT SPECIFIED	1	16.7	365	13.2
TOTAL	6	100.0	2,765	100.0

TABLE 139 AMOUNT OF BENEFITS PROVIDED IN LIFE INSURANCE PLANS

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	50.0	1,306	47.2
15,000 DOLLARS	1	16.7	500	18.1
25,000 DOLLARS	1	16.7	594	21.5
30,000 DOLLARS	1	16.7	365	13.2
TOTAL	6	100.0	2,765	100.0

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* For explanation see number 14 in the Definitions at page viii.

TABLE 140 EMPLOYER CONTRIBUTIONS TO A. D. & D. INSURANCE

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	50.0	1,306	47.2
50.0 PER CENT	1	16.7	500	18.1
100.0 PER CENT	1	16.7	594	21.5
NOT SPECIFIED	1	16.7	365	13.2
TOTAL	6	100.0	2,765	100.0

TABLE 141 AMOUNT OF BENEFITS PROVIDED IN A. D. & D. INSURANCE

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	50.0	1,306	47.2
30,000 DOLLARS	2	33.3	865	31.3
50,000 DOLLARS	1	16.7	594	21.5
TOTAL	6	100.0	2,765	100.0

TABLE 142 EMPLOYER CONTRIB. TO WEEKLY SICKNESS & ACCIDENT INDEMNITY

AMOUNT OF PREMIUM CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	66.7	1,671	60.4
100.0 PER CENT	2	33.3	1,094	39.6
TOTAL	6	100.0	2,765	100.0

TABLE 143 AMOUNT OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	50.0	1,306	47.2
$240.00 PER WEEK	1	16.7	500	18.1
$350.00 PER WEEK	1	16.7	594	21.5
NOT SPECIFIED	1	16.7	365	13.2
TOTAL	6	100.0	2,765	100.0

TABLE 144 MAXIMUM DURATION OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

MAXIMUM DURATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	50.0	1,306	47.2
37 WEEKS	1	16.7	500	18.1
52 WEEKS	1	16.7	594	21.5
NOT SPECIFIED	1	16.7	365	13.2
TOTAL	6	100.0	2,765	100.0

TABLE 145 LONG TERM DISABILITY BENEFIT PLANS

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	50.0	1,306	47.2
PROVISION EXISTS	3	50.0	1,459	52.8
TOTAL	6	100.0	2,765	100.0

TABLE 146 EMPLOYER CONTRIBUTIONS TO NON-SPECIFIED EMPLOYEE BENEFITS

PERCENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	66.7	1,229	44.4
NOT SPECIFIED	2	33.3	1,536	55.6
TOTAL	6	100.0	2,765	100.0

TABLE 147 PENSION PLANS

FINANCING ARRANGEMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	50.0	1,306	47.2
CONTRIBUTORY	1	16.7	594	21.5
NOT SPECIFIED	2	33.3	865	31.3
TOTAL	6	100.0	2,765	100.0

SECTION III

MANUFACTURING

TABLE 1 EXPIRY DATES OF SELECTED AGREEMENTS

YEAR AND MONTH OF EXPIRATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
1983	20	35.7	4,265	31.1
MARCH	1	1.8	106	.8
APRIL	1	1.8	190	1.4
MAY	3	5.4	430	3.1
JUNE	3	5.4	645	4.7
JULY	2	3.6	620	4.5
AUGUST	1	1.8	100	.7
OCTOBER	1	1.8	700	5.1
NOVEMBER	5	8.9	800	5.8
DECEMBER	3	5.4	674	4.9
1984	25	44.6	7,109	51.9
JANUARY	1	1.8	165	1.2
FEBRUARY	5	8.9	1,019	7.4
MARCH	1	1.8	120	.9
APRIL	3	5.4	787	5.7
MAY	5	8.9	2,909	21.2
JULY	4	7.1	1,090	8.0
SEPTEMBER	2	3.6	283	2.1
NOVEMBER	2	3.6	343	2.5
DECEMBER	2	3.6	393	2.9
1985	11	19.6	2,333	17.0
FEBRUARY	1	1.8	220	1.6
MARCH	5	8.9	1,154	8.4
APRIL	3	5.4	460	3.4
JUNE	1	1.8	120	.9
AUGUST	1	1.8	379	2.8
TOTAL	56	100.0	13,707	100.0

TABLE 2 DISTRIBUTION BY ECONOMIC REGION AND CENSUS DIVISION *

ECONOMIC REGION AND CENSUS DIVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
MEDICINE HAT	2	3.6	619	4.5
CENSUS DIVISION NO. 1	2	3.6	619	4.5
LETHBRIDGE	5	8.9	1,114	8.1
CENSUS DIVISION NO. 2	5	8.9	1,114	8.1
CALGARY / DRUMHELLER	16	28.6	2,683	19.6
CENSUS DIVISION NO. 6	16	28.6	2,683	19.6
THE PARKS	3	5.4	945	6.9
CENSUS DIVISION NO. 9	1	1.8	125	.9
CENSUS DIVISION NO. 14	2	3.6	820	6.0
EDMONTON / LLOYDMIN.	24	42.9	6,258	45.7
CENSUS DIVISION NO. 10	1	1.8	185	1.3
CENSUS DIVISION NO. 11	23	41.1	6,073	44.3
PEACE RIVER	2	3.6	251	1.8
CENSUS DIVISION NO. 15	2	3.6	251	1.8
INTER-REGIONAL	3	5.4	1,650	12.0
PROVINCE WIDE	1	1.8	187	1.4
TOTAL	56	100.0	13,707	100.0

TABLE 3 DISTRIBUTION BY ECONOMIC REGION AND URBAN CENTRE **

ECONOMIC REGION AND URBAN CENTRE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
MEDICINE HAT	2	3.6	619	4.5
MEDICINE HAT	1	1.8	240	1.8
REMAINDER	1	1.8	379	2.8
LETHBRIDGE	5	8.9	1,114	8.1
LETHBRIDGE	4	7.1	964	7.0
TABER	1	1.8	150	1.1
CALGARY / DRUMHELLER	16	28.6	2,683	19.6
CALGARY	15	26.8	2,583	18.8
REMAINDER	1	1.8	100	.7
THE PARKS	3	5.4	945	6.9
HINTON	2	3.6	820	6.0
REMAINDER	1	1.8	125	.9
EDMONTON / LLOYDMIN.	24	42.9	6,258	45.7
EDMONTON	23	41.1	6,073	44.3
LLOYDMINSTER (PT)	1	1.8	185	1.3
PEACE RIVER	2	3.6	251	1.8
GRANDE PRAIRIE	1	1.8	146	1.1
REMAINDER	1	1.8	105	.8
TWO OR MORE REGIONS	3	5.4	1,650	12.0
PROVINCE WIDE	1	1.8	187	1.4
TOTAL	56	100.0	13,707	100.0

* For explanation see number 1 in the Definitions at page viii.
** For explanation see number 2 in the Definitions at page viii.

TABLE 4 UNIONS REPRESENTING EMPLOYEES COVERED BY AGREEMENTS

UNION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
BAKERY WORKERS	1	1.8	121	.9
BOILERMAKERS	1	1.8	140	1.0
BREWERY WORKERS	3	5.4	420	3.1
C.L.C. DIRECTLY CHARTERED	1	1.8	120	.9
CANADIAN PAPERWORKERS	2	3.6	624	4.6
CARPENTERS	2	3.6	385	2.8
CEMENT WORKERS	2	3.6	355	2.6
EMPLOYEES ASSOCIATION	2	3.6	372	2.7
ENERGY & CHEMICAL WORKERS	6	10.7	1,495	10.9
GARMENT WORKERS	1	1.8	700	5.1
GLASSWORKERS	1	1.8	379	2.8
IRON WORKERS	2	3.6	386	2.8
LADIES' GARMENT WORKERS	1	1.8	133	1.0
MISCELLANEOUS EMPLOYEES	4	7.1	820	6.0
MOULDERS	1	1.8	105	.8
MULTI-UNION	1	1.8	136	1.0
OPERATING ENGINEERS	3	5.4	356	2.6
SHEET METAL WORKERS	1	1.8	187	1.4
STEELWORKERS	8	14.3	1,770	12.9
UNITED FOOD & COMM. WORKERS	7	12.5	3,702	27.0
UPHOLSTERERS	1	1.8	165	1.2
WOODWORKERS	5	8.9	836	6.1
TOTAL	56	100.0	13,707	100.0

TABLE 5 DURATION

DURATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
LESS THAN ONE YEAR	2	3.6	570	4.2
ONE YEAR	1	1.8	136	1.0
BETWEEN ONE AND TWO YEARS	5	8.9	698	5.1
TWO YEARS	41	73.2	10,286	75.0
BETWEEN TWO AND THREE YEARS	2	3.6	778	5.7
THREE YEARS	3	5.4	740	5.4
MORE THAN THREE YEARS	2	3.6	499	3.6
TOTAL	56	100.0	13,707	100.0

TABLE 6 SIZE OF BARGAINING UNITS COVERED

SIZE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
100 - 199 EMPLOYEES	36	64.3	4,850	35.4
200 - 499 EMPLOYEES	15	26.8	4,539	33.1
500 - 999 EMPLOYEES	3	5.4	1,833	13.4
1,000 OR MORE EMPLOYEES	2	3.6	2,485	18.1
TOTAL	56	100.0	13,707	100.0

TABLE 7 TYPE OF BARGAINING UNIT COVERED *

TYPE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NON-OFFICE EMPLOYEES	54	96.4	12,947	94.5
NON-OFFICE AND OFFICE EMPLOYEES	2	3.6	760	5.5
TOTAL	56	100.0	13,707	100.0

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* For explanation see number 3 in the Definitions at page viii.

TABLE 8 NON-DISCRIMINATION PROVISIONS

NON-DISCRIMINATION PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	28.6	3,453	25.2
UNION MEMBERSHIP	19	33.9	3,643	26.6
RACE, RELIGION, NATIONALITY, SEX	2	3.6	609	4.4
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP, SEX	13	23.2	5,057	36.9
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP, SEX, AGE	2	3.6	340	2.5
RACE, RELIGION, NATIONALITY, SEX, AGE	2	3.6	298	2.2
DISCRIMINATION PROHIBITED BUT TYPES OF DISCRIMINATION NOT SPECIFIED	2	3.6	307	2.2
TOTAL	56	100.0	13,707	100.0

TABLE 9 MANAGEMENTS RIGHTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	10.7	1,365	10.0
GENERAL STATEMENT OF MANAGEMENT RIGHTS	4	7.1	758	5.5
ENUMERATED LIST OF MANAGEMENT RIGHTS	15	26.8	3,139	22.9
GENERAL STATEMENT OF MANAGEMENT RIGHTS, WITH RESIDUAL RIGHTS CLAUSE	7	12.5	2,249	16.4
ENUMERATED LIST OF MANAGEMENT RIGHTS, WITH RESIDUAL RIGHTS CLAUSE	24	42.9	6,196	45.2
TOTAL	56	100.0	13,707	100.0

TABLE 10 UNION MEMBERSHIP REQUIREMENTS *

MEMBERSHIP REQUIREMENTS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	8.9	698	5.1
CLOSED SHOP	5	8.9	808	5.9
UNION SHOP	29	51.8	7,205	52.6
MODIFIED UNION SHOP	8	14.3	2,961	21.6
MAINTENANCE OF MEMBERSHIP	7	12.5	1,370	10.0
OTHER	2	3.6	665	4.9
TOTAL	56	100.0	13,707	100.0

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* For explanation see number 4 in the Definitions at page viii.

TABLE 11 CHECK-OFF PAYMENTS

TYPE OF PAYMENT CHECK-OFF	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	1.8	300	2.2
DUES CHECK-OFF ONLY	11	19.6	2,005	14.6
DUES AND INITIATION FEES	17	30.4	4,529	33.0
DUES AND ASSESSMENTS	4	7.1	502	3.7
DUES AND FINES	2	3.6	267	1.9
DUES, INITIATION FEES AND ASSESSMENTS	17	30.4	5,054	36.9
DUES, INITIATION FEES AND FINES	1	1.8	700	5.1
DUES, INITIATION FEES, ASSESSMENTS AND FINES	3	5.4	350	2.6
TOTAL	56	100.0	13,707	100.0

TABLE 12 UNION DUES CHECK-OFF

CHECK-OFF PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	1.8	300	2.2
COMPULSORY FOR ALL EMPLOYEES COVERED BY THE AGREEMENT	30	53.6	8,395	61.2
COMPULSORY FOR UNION MEMBERS	1	1.8	300	2.2
COMPULSORY FOR NEW EMPLOYEES	6	10.7	968	7.1
VOLUNTARY FOR ALL EMPLOYEES COVERED BY THE AGREEMENT	10	17.9	2,262	16.5
UNION DUES CHECK-OFF BUT NOT SPECIFIED WHETHER COMPULSORY OR VOLUNTARY	8	14.3	1,482	10.8
TOTAL	56	100.0	13,707	100.0

TABLE 13 PROBATIONARY PERIOD FOR NEWLY-HIRED EMPLOYEES

PROBATIONARY PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	7.1	659	4.8
30 CALENDAR DAYS	7	12.5	1,755	12.8
60 CALENDAR DAYS	9	16.1	2,660	19.4
90 CALENDAR DAYS	5	8.9	1,612	11.8
150 CALENDAR DAYS	1	1.8	300	2.2
15 WORKING DAYS	1	1.8	268	2.0
25 WORKING DAYS	1	1.8	104	.8
30 WORKING DAYS	3	5.4	771	5.6
40 WORKING DAYS	1	1.8	350	2.6
45 WORKING DAYS	2	3.6	500	3.6
60 WORKING DAYS	4	7.1	736	5.4
90 WORKING DAYS	3	5.4	404	2.9
10 WEEKS	1	1.8	132	1.0
2 MONTHS	2	3.6	208	1.5
3 MONTHS	7	12.5	2,442	17.8
6 MONTHS	1	1.8	187	1.4
VARIES BY OCCUPATION OR CLASSIFICATION	2	3.6	256	1.9
NOT SPECIFIED	1	1.8	230	1.7
OTHER	1	1.8	133	1.0
TOTAL	56	100.0	13,707	100.0

TABLE 14 TYPE OF SENIORITY UNIT FOR LAYOFFS, PROMOTIONS, TRANSFERS

SENIORITY UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	5.4	342	2.5
COMPANY	9	16.1	2,246	16.4
PLANT	12	21.4	1,984	14.5
DEPARTMENT	3	5.4	521	3.8
JOB OR OCCUPATIONAL CLASSIFICATION	3	5.4	393	2.9
COMBINATION OF COMPANY AND PLANT	2	3.6	530	3.9
COMBINATION OF COMPANY AND DEPARTMENT	1	1.8	300	2.2
COMBINATION OF COMPANY AND JOB OR OCCUPATIONAL CLASSIFICATION	1	1.8	165	1.2
COMBINATION OF PLANT AND DEPARTMENT	15	26.8	5,722	41.7
COMBINATION OF PLANT AND JOB OR OCCUPATIONAL CLASSIFICATION	2	3.6	218	1.6
PLANT, DEPARTMENT AND JOB OR OCCUPATIONAL CLASSIFICATION	1	1.8	520	3.8
NOT SPECIFIED	4	7.1	766	5.6
TOTAL	56	100.0	13,707	100.0

TABLE 15 RETENTION OF SENIORITY OR RECALL RIGHTS DURING LAY-OFF

RETENTION PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	12.5	1,412	10.3
1 MONTH	1	1.8	176	1.3
4 MONTHS	1	1.8	133	1.0
6 MONTHS	10	17.9	2,643	19.3
9 MONTHS	2	3.6	385	2.8
12 MONTHS	12	21.4	2,628	19.2
18 MONTHS	3	5.4	749	5.5
24 MONTHS	2	3.6	1,501	11.0
36 MONTHS	1	1.8	113	.8
48 MONTHS	1	1.8	230	1.7
PERIOD RELATED TO LENGTH OF SERVICE, NO MAXIMUM	9	16.1	2,050	15.0
PERIOD RELATED TO LENGTH OF SERVICE, MAXIMUM	4	7.1	582	4.2
NO REFERENCE TO DURATION OF SENIORITY OR RECALL RIGHTS	1	1.8	700	5.1
OTHER	2	3.6	405	3.0
TOTAL	56	100.0	13,707	100.0

TABLE 16 ADVANCE NOTICE OF LAY-OFF

LENGTH OF NOTICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	29	51.8	5,923	43.2
24 HOURS	2	3.6	467	3.4
36 HOURS	1	1.8	1,365	10.0
48 HOURS	2	3.6	240	1.8
2 CALENDAR DAYS	1	1.8	136	1.0
3 CALENDAR DAYS	3	5.4	634	4.6
7 CALENDAR DAYS	1	1.8	240	1.8
2 WORKING DAYS	1	1.8	113	.8
3 WORKING DAYS	3	5.4	737	5.4
5 WORKING DAYS	1	1.8	125	.9
1 WEEKS	4	7.1	632	4.6
VARIES WITH LENGTH OF SERVICE	8	14.3	3,095	22.6
TOTAL	56	100.0	13,707	100.0

TABLE 17 PAY IN LIEU OF NOTICE OF LAY-OFF

AMOUNT OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	46	82.1	10,802	78.8
2 DAYS PAY	1	1.8	136	1.0
5 DAYS PAY	1	1.8	125	.9
ONE WEEKS PAY	1	1.8	121	.9
VARIES WITH LENGTH OF SERVICE	5	8.9	982	7.2
NOT SPECIFIED	1	1.8	176	1.3
OTHER	1	1.8	1,365	10.0
TOTAL	56	100.0	13,707	100.0

TABLE 18 ADVANCE NOTICE OF TERMINATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	45	80.4	9,079	66.2
PROVISION EXISTS FOR ADVANCE NOTICE ONLY	2	3.6	1,478	10.8
PROVISION EXISTS FOR ADVANCE NOTICE OR PAY IN LIEU OF NOTICE	8	14.3	2,685	19.6
ACCORDING TO LEGISLATION	1	1.8	465	3.4
TOTAL	56	100.0	13,707	100.0

TABLE 19 JOB POSTING

POSTING PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	23.2	2,272	16.6
48 HOURS	1	1.8	1,365	10.0
50 HOURS	1	1.8	104	.8
72 HOURS	1	1.8	108	.8
2 CALENDAR DAYS	2	3.6	820	6.0
3 CALENDAR DAYS	3	5.4	923	6.7
5 CALENDAR DAYS	3	5.4	570	4.2
6 CALENDAR DAYS	1	1.8	230	1.7
7 CALENDAR DAYS	2	3.6	440	3.2
2 WORKING DAYS	2	3.6	285	2.1
3 WORKING DAYS	9	16.1	1,947	14.2
5 WORKING DAYS	10	17.9	1,926	14.1
6 WORKING DAYS	1	1.8	379	2.8
7 WORKING DAYS	1	1.8	133	1.0
10 WORKING DAYS	1	1.8	153	1.1
1 WEEKS	1	1.8	300	2.2
NOT SPECIFIED	4	7.1	1,752	12.8
TOTAL	56	100.0	13,707	100.0

TABLE 20 ROLE OF SENIORITY IN PROMOTIONS

SENIORITY IN PROMOTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	16.1	1,699	12.4
PRIMARY FACTOR	23	41.1	7,240	52.8
SECONDARY FACTOR	21	37.5	4,281	31.2
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	3	5.4	487	3.6
TOTAL	56	100.0	13,707	100.0

TABLE 21 ROLE OF SENIORITY IN TRANSFERS

SENIORITY IN TRANSFERS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	39.3	3,588	26.2
SOLE FACTOR	1	1.8	465	3.4
PRIMARY FACTOR	19	33.9	7,103	51.8
SECONDARY FACTOR	11	19.6	2,097	15.3
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	3	5.4	454	3.3
TOTAL	56	100.0	13,707	100.0

TABLE 22 ROLE OF SENIORITY IN LAY-OFFS

SENIORITY IN LAY-OFFS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	7.1	526	3.8
SOLE FACTOR	11	19.6	2,036	14.9
PRIMARY FACTOR	24	42.9	7,576	55.3
SECONDARY FACTOR	15	26.8	3,225	23.5
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	2	3.6	344	2.5
TOTAL	56	100.0	13,707	100.0

TABLE 23 EMPLOYEE GRIEVANCE - INITIAL PRESENTATION

GRIEVANCE PRESENTED BY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	1.8	125	.9
EMPLOYEE ONLY	8	14.3	1,914	14.0
UNION REPRESENTATIVE ONLY	4	7.1	567	4.1
EMPLOYEES WITH OR WITHOUT UNION REPRESENTATIVE	36	64.3	8,838	64.5
UNION ONLY	5	8.9	2,018	14.7
EMPLOYEE OR UNION REPRESENTATIVE	1	1.8	120	.9
CHOICE BETWEEN SEVERAL PROCEDURES	1	1.8	125	.9
TOTAL	56	100.0	13,707	100.0

TABLE 24 SPECIAL GRIEVANCE PROCEDURE - DISCIPLINE & DISMISSAL CASES

SPECIAL PROCEDURE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	53.6	6,840	49.9
NUMBER OF STEPS IN THE GRIEVANCE PROCEDURE IS REDUCED	20	35.7	5,146	37.5
DURATION OF DELAYS BETWEEN STEPS IS REDUCED	3	5.4	893	6.5
NUMBER OF STEPS AND DURATION OF DELAYS BETWEEN STEPS IS REDUCED	2	3.6	678	4.9
OTHER	1	1.8	150	1.1
TOTAL	56	100.0	13,707	100.0

TABLE 25 GRIEVANCE ARBITRATION - NUMBER OF ARBITRATORS

NUMBER OF ARBITRATORS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
SPECIFIC PROVISION FOR SINGLE ARBITRATOR	8	14.3	1,417	10.3
SPECIFIC PROVISION FOR PANEL/BOARD OF ARBITRATORS	42	75.0	9,081	66.3
PROVISION FOR SINGLE ARBITRATOR OR BOARD OF ARBITRATORS	6	10.7	3,209	23.4
TOTAL	56	100.0	13,707	100.0

TABLE 26 SCHEDULED WORK-WEEK (NUMBER OF DAYS)

DAYS PER WEEK	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FOUR DAYS A WEEK	1	1.8	300	2.2
FIVE DAYS A WEEK	49	87.5	12,139	88.6
WORK DAYS VARY FOR DIFFERENT GROUPS OF EMPLOYEES	3	5.4	645	4.7
WORK DAYS VARY FOR DIFFERENT SEASONS OR OTHER PERIODS	2	3.6	418	3.0
WORK DAYS NOT SPECIFIED OR CANNOT BE DETERMINED	1	1.8	205	1.5
TOTAL	56	100.0	13,707	100.0

TABLE 27 STANDARD DAILY HOURS *

NUMBER OF HOURS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
7-3/10 HOURS	1	1.8	121	.9
7-1/2 HOURS	2	3.6	256	1.9
8 HOURS	45	80.4	11,259	82.1
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	5	8.9	1,465	10.7
VARIES FOR DIFFERENT SEASONS	1	1.8	268	2.0
NOT SPECIFIED	1	1.8	205	1.5
OTHER	1	1.8	133	1.0
TOTAL	56	100.0	13,707	100.0

TABLE 28 STANDARD OR AVERAGE WEEKLY HOURS

NUMBER OF HOURS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
36-1/4 HOURS	1	1.8	133	1.0
36-1/2 HOURS	1	1.8	121	.9
37-1/2 HOURS	2	3.6	256	1.9
40 HOURS	49	87.5	12,332	90.0
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	3	5.4	865	6.3
TOTAL	56	100.0	13,707	100.0

* For explanation see number 5 in the Definitions at page viii.

TABLE 29 PAID MEAL PERIOD PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	46.4	5,362	39.1
MEAL PERIOD PAID TO ALL EMPLOYEES DURING REGULAR WORK SCHEDULE	3	5.4	667	4.9
MEAL PERIOD PAID ON THREE SHIFT OPERATIONS	4	7.1	641	4.7
MEAL PERIOD PAID ON OVERTIME WORK	14	25.0	3,677	26.8
THREE SHIFTS AND OVERTIME	1	1.8	240	1.8
2ND AND 3RD SHIFTS	2	3.6	213	1.6
THREE SHIFTS CALL-IN CALL-BACK OVERTIME	1	1.8	520	3.8
2ND AND 3RD SHIFT AND OVERTIME	3	5.4	580	4.2
PROVISIONS EXIST FOR PAID MEAL PERIOD, CANNOT DETERMINE WHICH CODE APPLIES	1	1.8	442	3.2
OTHER	1	1.8	1,365	10.0
TOTAL	56	100.0	13,707	100.0

TABLE 30 COMPRESSED WORK WEEK AND FLEXTIME

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	49	87.5	12,305	89.8
PROVISION FOR COMPRESSED WORK-WEEK	7	12.5	1,402	10.2
TOTAL	56	100.0	13,707	100.0

TABLE 31 OVERTIME RATE AFTER SCHEDULED DAILY HOURS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	3.6	305	2.2
TIME AND ONE-HALF	11	19.6	3,194	23.3
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 1 HOURS	2	3.6	500	3.6
DOUBLE TIME AFTER 2 HOURS	14	25.0	3,389	24.7
DOUBLE TIME AFTER 3 HOURS	4	7.1	512	3.7
DOUBLE TIME AFTER 4 HOURS	4	7.1	442	3.2
DOUBLE TIME AFTER 5 HOURS	2	3.6	1,296	9.5
INCREASED RATE VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.8	268	2.0
OTHER	1	1.8	240	1.8
DOUBLE TIME	10	17.9	1,850	13.5
DOUBLE TIME INCREASED TO TRIPLE TIME AFTER 4 HOURS	1	1.8	442	3.2
EQUIVALENT TIME OFF OR PAY AT 1.50 TIME	1	1.8	520	3.8
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	1	1.8	465	3.4
OTHER	2	3.6	284	2.1
TOTAL	56	100.0	13,707	100.0

TABLE 32 OVERTIME RATE AFTER SCHEDULED WEEKLY HOURS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	44.6	6,224	45.4
TIME AND ONE-HALF	18	32.1	4,365	31.8
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 1 HOURS	2	3.6	500	3.6
DOUBLE TIME AFTER 2 HOURS	2	3.6	357	2.6
DOUBLE TIME AFTER 3 HOURS	1	1.8	120	.9
DOUBLE TIME AFTER 5 HOURS	1	1.8	613	4.5
DOUBLE TIME AFTER 8 HOURS	1	1.8	165	1.2
DOUBLE TIME AFTER 10 HOURS	1	1.8	132	1.0
DOUBLE TIME	3	5.4	580	4.2
EQUIVALENT TIME OFF OR PAY AT 1.50 TIME	1	1.8	520	3.8
OTHER	1	1.8	131	1.0
TOTAL	56	100.0	13,707	100.0

TABLE 33 OVERTIME RATE FOR SATURDAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	53.6	8,203	59.8
TIME AND ONE-HALF	6	10.7	1,481	10.8
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 4 HOURS	6	10.7	1,367	10.0
INCREASED RATE VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.8	240	1.8
DOUBLE TIME	9	16.1	1,407	10.3
DOUBLE TIME INCREASED TO				
TRIPLE TIME AFTER 4 HOURS	1	1.8	442	3.2
OTHER	1	1.8	136	1.0
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.8	300	2.2
OTHER	1	1.8	131	1.0
TOTAL	56	100.0	13,707	100.0

TABLE 34 OVERTIME RATE FOR SUNDAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	28.6	4,053	29.6
TIME AND ONE-HALF	4	7.1	716	5.2
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 4 HOURS	2	3.6	204	1.5
DOUBLE TIME	28	50.0	7,019	51.2
DOUBLE TIME INCREASED TO				
TRIPLE TIME AFTER 4 HOURS	1	1.8	442	3.2
TRIPLE TIME AFTER 6 HOURS	1	1.8	240	1.8
DOUBLE TIME AND ONE-HALF	1	1.8	613	4.5
DOUBLE TIME AND ONE-HALF INCREASED TO				
OTHER	1	1.8	136	1.0
OTHER	2	3.6	284	2.1
TOTAL	56	100.0	13,707	100.0

TABLE 35 OVERTIME RATE ON SIXTH DAY (NOT SCHEDULED) *

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	39	69.6	10,474	76.4
TIME AND ONE-HALF	5	8.9	743	5.4
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 2 HOURS	1	1.8	105	.8
DOUBLE TIME AFTER 4 HOURS	1	1.8	165	1.2
DOUBLE TIME AFTER 6 HOURS	2	3.6	440	3.2
INCREASED RATE VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.8	240	1.8
DOUBLE TIME	5	8.9	944	6.9
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	1	1.8	465	3.4
OTHER	1	1.8	131	1.0
TOTAL	56	100.0	13,707	100.0

TABLE 36 OVERTIME RATE ON SEVENTH DAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	38	67.9	9,090	66.3
TIME AND ONE-HALF	2	3.6	205	1.5
DOUBLE TIME	12	21.4	3,400	24.8
DOUBLE TIME INCREASED TO TRIPLE TIME AFTER 6 HOURS	1	1.8	240	1.8
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	1	1.8	465	3.4
OTHER	2	3.6	307	2.2
TOTAL	56	100.0	13,707	100.0

* For explanation see number 6 in the Definitions at page viii.

TABLE 37 PAYMENT FOR OR SUPPLY OF MEALS

AMOUNT OF PAYMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	33.9	3,903	28.5
$ 2.50 PER MEAL PAID AFTER 2 HOURS OF OVERTIME	1	1.8	165	1.2
$ 3.50 PER MEAL PAID AFTER 2 HOURS OF OVERTIME	1	1.8	379	2.8
$ 4.00 PER MEAL PAID AFTER 3 HOURS OF OVERTIME	1	1.8	100	.7
$ 5.00 PER MEAL PAID AFTER 2 HOURS OF OVERTIME	2	3.6	404	2.9
$ 8.00 PER MEAL PAID AFTER 4 HOURS OF OVERTIME	1	1.8	190	1.4
$ 4.00 PER MEAL PAID OR SUPPLIED AFTER 2 HOURS OF OVERTIME	1	1.8	153	1.1
$ 4.75 PER MEAL PAID OR SUPPLIED AFTER 2 HOURS OF OVERTIME	1	1.8	125	.9
$ 5.00 PER MEAL PAID OR SUPPLIED AFTER				
1 HOURS OF OVERTIME	1	1.8	158	1.2
1-1/2 HOURS OF OVERTIME	1	1.8	1,365	10.0
2 HOURS OF OVERTIME	4	7.1	529	3.9
5 HOURS OF OVERTIME	1	1.8	1,120	8.2
UNSPECIFIED HOURS	1	1.8	613	4.5
$ 7.00 PER MEAL PAID OR SUPPLIED AFTER 2 HOURS OF OVERTIME	1	1.8	176	1.3
$ 8.00 PER MEAL PAID OR SUPPLIED AFTER				
1 HOURS OF OVERTIME	1	1.8	230	1.7
2 HOURS OF OVERTIME	1	1.8	240	1.8
MEALS FURNISHED BY EMPLOYER AFTER				
2 HOURS OF OVERTIME	16	28.6	3,620	26.4
3 HOURS OF OVERTIME	1	1.8	131	1.0
OTHER	1	1.8	106	.8
TOTAL	56	100.0	13,707	100.0

TABLE 38 RIGHT TO REFUSE OVERTIME

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	53.6	6,619	48.3
PROVISION EXISTS	26	46.4	7,088	51.7
TOTAL	56	100.0	13,707	100.0

TABLE 39 PREMIUM PAY FOR WORK ON SCHEDULED SATURDAY

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	49	87.5	9,931	72.5
CENTS PER HOUR				
27.0 CENTS	1	1.8	200	1.5
30.0 CENTS	1	1.8	153	1.1
125.0 CENTS	1	1.8	167	1.2
TIME RATE PAYMENT				
TIME AND ONE-HALF	3	5.4	2,643	19.3
DOUBLE TIME	1	1.8	613	4.5
TOTAL	56	100.0	13,707	100.0

TABLE 40 PREMIUM PAY FOR WORK ON SCHEDULED SUNDAY

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	42	75.0	8,171	59.6
CENTS PER HOUR				
27.0 CENTS	1	1.8	200	1.5
30.0 CENTS	1	1.8	153	1.1
45.0 CENTS	1	1.8	300	2.2
75.0 CENTS	1	1.8	121	.9
100.0 CENTS	1	1.8	220	1.6
125.0 CENTS	4	7.1	907	6.6
TIME RATE PAYMENT				
TIME AND ONE-HALF	3	5.4	1,657	12.1
DOUBLE TIME	2	3.6	1,978	14.4
TOTAL	56	100.0	13,707	100.0

TABLE 41 SECOND SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	10.7	2,644	19.3
CENTS PER HOUR				
20.0 CENTS	1	1.8	165	1.2
23.0 CENTS	2	3.6	599	4.4
25.0 CENTS	6	10.7	1,277	9.3
26.0 CENTS	2	3.6	624	4.6
30.0 CENTS	3	5.4	826	6.0
31.0 CENTS	3	5.4	551	4.0
35.0 CENTS	7	12.5	2,281	16.6
37.0 CENTS	1	1.8	121	.9
40.0 CENTS	5	8.9	750	5.5
44.0 CENTS	1	1.8	108	.8
45.0 CENTS	3	5.4	817	6.0
50.0 CENTS	3	5.4	611	4.5
54.0 CENTS	2	3.6	440	3.2
55.0 CENTS	3	5.4	420	3.1
58.0 CENTS	1	1.8	465	3.4
60.0 CENTS	1	1.8	130	.9
75.0 CENTS	1	1.8	105	.8
90.0 CENTS	1	1.8	140	1.0
PER CENT OF WAGES				
4.5 PER CENT	1	1.8	190	1.4
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.8	187	1.4
NOT SPECIFIED	1	1.8	120	.9
OTHER	1	1.8	136	1.0
TOTAL	56	100.0	13,707	100.0

TABLE 42 THIRD SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	12.5	2,834	20.7
CENTS PER HOUR				
22.0 CENTS	1	1.8	165	1.2
23.0 CENTS	1	1.8	379	2.8
25.0 CENTS	1	1.8	158	1.2
30.0 CENTS	2	3.6	853	6.2
31.0 CENTS	2	3.6	251	1.8
32.0 CENTS	2	3.6	298	2.2
35.0 CENTS	7	12.5	2,181	15.9
37.0 CENTS	3	5.4	745	5.4
40.0 CENTS	4	7.1	522	3.8
45.0 CENTS	2	3.6	500	3.6
46.0 CENTS	1	1.8	220	1.6
50.0 CENTS	5	8.9	1,273	9.3
60.0 CENTS	5	8.9	857	6.3
75.0 CENTS	3	5.4	420	3.1
80.0 CENTS	1	1.8	108	.8
90.0 CENTS	2	3.6	490	3.6
95.0 CENTS	2	3.6	440	3.2
100.0 CENTS	1	1.8	105	.8
103.0 CENTS	1	1.8	465	3.4
PER CENT OF WAGES				
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.8	187	1.4
NOT SPECIFIED	1	1.8	120	.9
OTHER	1	1.8	136	1.0
TOTAL	56	100.0	13,707	100.0

TABLE 43 SPLIT SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	50	89.3	12,016	87.7
CENTS PER HOUR				
15.0 CENTS	1	1.8	520	3.8
25.0 CENTS	1	1.8	108	.8
30.0 CENTS	1	1.8	300	2.2
38.0 CENTS	1	1.8	113	.8
40.0 CENTS	1	1.8	300	2.2
64.0 CENTS	1	1.8	350	2.6
TOTAL	56	100.0	13,707	100.0

TABLE 44 PREMIUM PAY FOR DIRTY WORK

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	52	92.9	13,262	96.8
CENTS PER HOUR				
50 CENTS	2	3.6	240	1.8
75 CENTS	1	1.8	105	.8
OTHER	1	1.8	100	.7
TOTAL	56	100.0	13,707	100.0

TABLE 45 PREMIUM PAY FOR HAZARDOUS WORK

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	53	94.6	12,982	94.7
CENTS PER HOUR				
15 CENTS	2	3.6	620	4.5
125 CENTS	1	1.8	105	.8
TOTAL	56	100.0	13,707	100.0

TABLE 46 PREMIUM PAY FOR ABNORMAL WORKING CONDITIONS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	53	94.6	13,182	96.2
CENTS PER HOUR				
15 CENTS	1	1.8	120	.9
750 CENTS	1	1.8	105	.8
PER CENT OF WAGES				
2.0 PER CENT	1	1.8	300	2.2
TOTAL	56	100.0	13,707	100.0

TABLE 47 STAND-BY OR ON-CALL ADJUSTMENTS

PAY PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	54	96.4	13,237	96.6
PROVISION EXISTS	2	3.6	470	3.4
TOTAL	56	100.0	13,707	100.0

TABLE 48 REPORTING PAY GUARANTEES

MINIMUM GUARANTEE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	21.4	2,460	17.9
2.0 HOURS OF WORK OR PAY	2	3.6	293	2.1
3.0 HOURS OF WORK OR PAY	1	1.8	108	.8
4.0 HOURS OF WORK OR PAY	32	57.1	8,642	63.0
8.0 HOURS OF WORK OR PAY	1	1.8	153	1.1
GRADUATED PAYMENTS	7	12.5	1,351	9.9
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.8	700	5.1
TOTAL	56	100.0	13,707	100.0

TABLE 49 CALL-BACK PAY GUARANTEE

MINIMUM GUARANTEE AND RATE OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	21.4	3,012	22.0
MINIMUM OF 2.0 HOURS AT				
TIME AND ONE-HALF	1	1.8	146	1.1
DOUBLE TIME	5	8.9	1,025	7.5
MINIMUM OF 3.0 HOURS AT				
TIME AND ONE-HALF	2	3.6	1,470	10.7
DOUBLE TIME	1	1.8	105	.8
MINIMUM OF 4.0 HOURS AT				
STRAIGHT TIME	3	5.4	1,710	12.5
TIME AND ONE-HALF	2	3.6	290	2.1
DOUBLE TIME	2	3.6	213	1.6
MINIMUM OF 3.0 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	1	1.8	185	1.3
MINIMUM OF 4.0 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	10	17.9	2,387	17.4
MINIMUM OF 1.0 HOURS AT APPLICABLE OVERTIME RATE	2	3.6	323	2.4
MINIMUM OF 2.0 HOURS AT APPLICABLE OVERTIME RATE	1	1.8	106	.8
MINIMUM OF 3.0 HOURS AT APPLICABLE OVERTIME RATE	1	1.8	132	1.0
MINIMUM OF 4.0 HOURS AT APPLICABLE OVERTIME RATE	7	12.5	1,305	9.5
MINIMUM OF 5.0 HOURS AT APPLICABLE OVERTIME RATE	1	1.8	465	3.4
MINIMUM OF 4.0 HOURS, RATE NOT SPECIFIED	1	1.8	125	.9
OTHER	4	7.1	708	5.2
TOTAL	56	100.0	13,707	100.0

TABLE 50 WAGE OR EMPLOYMENT GUARANTEES

GUARANTEE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	49	87.5	9,875	72.0
WEEKLY WORK OR WAGE GUARANTEE	6	10.7	3,732	27.2
OTHER	1	1.8	100	.7
TOTAL	56	100.0	13,707	100.0

TABLE 51 PAY ON TEMPORARY TRANSFERS TO LOWER-RATED JOBS

RATE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	37.5	3,917	28.6
EMPLOYEE RETAINS HIS RATE FOR DURATION OF TRANSFER	31	55.4	9,080	66.2
EMPLOYEE RETAINS HIS RATE ONLY FOR A SPECIFED PERIOD	3	5.4	606	4.4
OTHER	1	1.8	104	.8
TOTAL	56	100.0	13,707	100.0

TABLE 52 PAY ON TEMPORARY TRANSFERS TO HIGHER-RATED JOBS

RATE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	28.6	2,328	17.0
EMPLOYEE PAID HIGHER RATE FOR DURATION OF TRANSFER	19	33.9	6,969	50.8
EMPLOYEE PAID HIGHER RATE ONLY AFTER A SPECIFIED PERIOD	21	37.5	4,410	32.2
TOTAL	56	100.0	13,707	100.0

TABLE 53 PAID REST OR RELIEF PERIODS

DAILY TIME ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	33.9	4,485	32.7
2 PERIODS, 10 MINUTES EACH	19	33.9	3,374	24.6
2 PERIODS, 15 MINUTES EACH	13	23.2	5,175	37.8
2 PERIODS, DURATION NOT SPECIFIED	3	5.4	364	2.7
PERIODS AND DURATION NOT SPECIFIED	1	1.8	176	1.3
OTHER	1	1.8	133	1.0
TOTAL	56	100.0	13,707	100.0

TABLE 54 PAID CLEAN-UP OR CLOTHES CHANGING TIME

DAILY TIME ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	43	76.8	9,706	70.8
1 PERIOD 5 MINUTES EACH	8	14.3	1,394	10.2
2 PERIODS, 5 MINUTES EACH	2	3.6	250	1.8
PERIODS AND DURATION NOT SPECIFIED	3	5.4	2,357	17.2
TOTAL	56	100.0	13,707	100.0

TABLE 55 NUMBER OF PAID HOLIDAYS

ANNUAL ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
9 FULL HOLIDAYS	1	1.8	121	.9
10 FULL HOLIDAYS	14	25.0	2,771	20.2
10 FULL HOLIDAYS PLUS 2 HALF HOLIDAYS	2	3.6	243	1.8
11 FULL HOLIDAYS	27	48.2	7,341	53.6
11 FULL HOLIDAYS PLUS 1 HALF HOLIDAY	1	1.8	220	1.6
11 FULL HOLIDAYS PLUS 2 HALF HOLIDAYS	2	3.6	300	2.2
12 FULL HOLIDAYS	8	14.3	2,191	16.0
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.8	520	3.8
TOTAL	56	100.0	13,707	100.0

TABLE 56 YEAR-END HOLIDAY PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	55	98.2	13,590	99.1
PROVISION EXISTS	1	1.8	117	.9
TOTAL	56	100.0	13,707	100.0

TABLE 57 SERVICE REQUIREMENTS FOR HOLIDAY PAY

PERIOD OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	37.5	5,245	38.3
30 CALENDAR DAYS	21	37.5	4,225	30.8
90 CALENDAR DAYS	1	1.8	465	3.4
7 WORKING DAYS	1	1.8	158	1.2
30 WORKING DAYS	6	10.7	1,290	9.4
45 WORKING DAYS	1	1.8	379	2.8
90 WORKING DAYS	1	1.8	131	1.0
1 MONTH	1	1.8	108	.8
NOT SPECIFIED	1	1.8	1,365	10.0
OTHER	2	3.6	341	2.5
TOTAL	56	100.0	13,707	100.0

TABLE 58 WORK REQUIREMENTS FOR HOLIDAY PAY

WORK REQUIREMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	7.1	1,936	14.1
DAY BEFORE AND AFTER HOLIDAY	46	82.1	10,273	74.9
DAY BEFORE OR AFTER HOLIDAY	2	3.6	565	4.1
DURING HOLIDAY WEEK OR OTHER PERIOD	3	5.4	813	5.9
OTHER	1	1.8	120	.9
TOTAL	56	100.0	13,707	100.0

TABLE 59 LOSS OF HOLIDAY PAY - FAILURE TO REPORT FOR SCHEDULED WORK

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	42	75.0	10,176	74.2
PROVISION EXISTS	14	25.0	3,531	25.8
TOTAL	56	100.0	13,707	100.0

TABLE 60 PAY FOR HOLIDAYS FALLING ON SATURDAY

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	37.5	4,192	30.6
PRECEDING FRIDAY OFF WITH PAY	5	8.9	1,836	13.4
FOLLOWING MONDAY OFF WITH PAY	9	16.1	1,826	13.3
PRECEDING FRIDAY OR FOLLOWING MONDAY OFF WITH PAY	12	21.4	2,120	15.5
ANOTHER DAY OFF WITH PAY	3	5.4	1,170	8.5
EXTRA DAYS PAY	2	3.6	253	1.8
ACCORDING TO GOVERNMENT REGULATIONS	1	1.8	300	2.2
OTHER	3	5.4	2,010	14.7
TOTAL	56	100.0	13,707	100.0

TABLE 61 PAY FOR HOLIDAYS FALLING ON SUNDAY

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	33.9	3,928	28.7
FOLLOWING MONDAY OFF WITH PAY	18	32.1	4,224	30.8
PRECEDING FRIDAY OR FOLLOWING MONDAY OFF WITH PAY	11	19.6	1,955	14.3
ANOTHER DAY OFF WITH PAY	4	7.1	1,290	9.4
ACCORDING TO GOVERNMENT REGULATIONS	2	3.6	1,665	12.1
OTHER	2	3.6	645	4.7
TOTAL	56	100.0	13,707	100.0

TABLE 62 COMPENSATION FOR HOLIDAYS FALLING WITHIN VACATION PERIOD

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	30.4	3,346	24.4
EXTRA DAYS VACATION WITH PAY	25	44.6	5,116	37.3
EXTRA DAYS PAY	3	5.4	578	4.2
EXTRA DAYS VACATION WITH PAY OR EXTRA DAYS PAY	11	19.6	4,667	34.0
TOTAL	56	100.0	13,707	100.0

TABLE 63 COMPENSATION FOR HOLIDAYS FALLING ON SCHEDULED DAYS OFF

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	44	78.6	10,201	74.4
EXTRA DAY OFF WITH PAY	4	7.1	983	7.2
EXTRA DAYS PAY	4	7.1	1,698	12.4
EXTRA DAY OFF OR EXTRA DAYS PAY	4	7.1	825	6.0
TOTAL	56	100.0	13,707	100.0

TABLE 64 COMPENSATION FOR WORK ON PAID HOLIDAYS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
TIME AND ONE-HALF PLUS HOLIDAY PAY	17	30.4	2,964	21.6
DOUBLE TIME PLUS HOLIDAY PAY	25	44.6	6,804	49.6
DOUBLE TIME AND ONE-HALF PLUS HOLIDAY PAY	1	1.8	136	1.0
TRIPLE TIME PLUS HOLIDAY PAY	3	5.4	1,175	8.6
DOUBLE TIME PLUS HOLIDAY PAY OR ANOTHER DAY OFF WITH PAY	1	1.8	379	2.8
TIME AND ONE-HALF OR EQUIVALENT TIME OFF PLUS HOLIDAY PAY	1	1.8	100	.7
TIME AND ONE-HALF OR TIME AND ONE-HALF OFF PLUS HOLIDAY PAY	1	1.8	300	2.2
VARIES WITH NUMBER OF HOURS WORKED OR FOR DIFFERENT HOLIDAYS	7	12.5	1,849	13.5
TOTAL	56	100.0	13,707	100.0

TABLE 65 LENGTH OF SERVICE FOR TWO WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	5.4	447	3.3
SIX MONTHS BUT LESS THAN ONE YEAR	2	3.6	985	7.2
1 YEAR	50	89.3	12,035	87.8
OTHER	1	1.8	240	1.8
TOTAL	56	100.0	13,707	100.0

* For explanation see number 7 in the Definitions at page viii.

TABLE 66 LENGTH OF SERVICE FOR THREE WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
1 YEAR	3	5.4	447	3.3
2 YEARS	7	12.5	1,722	12.6
3 YEARS	23	41.1	4,086	29.8
4 YEARS	5	8.9	1,601	11.7
5 YEARS	18	32.1	5,851	42.7
TOTAL	56	100.0	13,707	100.0

TABLE 67 LENGTH OF SERVICE FOR FOUR WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	3.6	354	2.6
3 YEARS	1	1.8	140	1.0
5 YEARS	1	1.8	240	1.8
7 YEARS	5	8.9	1,267	9.2
8 YEARS	14	25.0	2,303	16.8
9 YEARS	4	7.1	1,217	8.9
10 YEARS	14	25.0	5,414	39.5
11 YEARS	3	5.4	720	5.3
12 YEARS	7	12.5	1,224	8.9
13 YEARS	1	1.8	106	.8
14 YEARS	2	3.6	249	1.8
15 YEARS	2	3.6	473	3.5
TOTAL	56	100.0	13,707	100.0

* For explanation see number 7 in the Definitions at page viii.

TABLE 68 LENGTH OF SERVICE FOR FIVE WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	17.9	1,430	10.4
12 YEARS	3	5.4	822	6.0
13 YEARS	2	3.6	271	2.0
14 YEARS	3	5.4	490	3.6
15 YEARS	11	19.6	2,649	19.3
17 YEARS	2	3.6	305	2.2
18 YEARS	3	5.4	459	3.3
19 YEARS	2	3.6	533	3.9
20 YEARS	15	26.8	5,520	40.3
21 YEARS	1	1.8	113	.8
22 YEARS	2	3.6	600	4.4
23 YEARS	1	1.8	379	2.8
30 YEARS	1	1.8	136	1.0
TOTAL	56	100.0	13,707	100.0

TABLE 69 LENGTH OF SERVICE FOR SIX WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	46.4	4,612	33.6
18 YEARS	2	3.6	271	2.0
20 YEARS	6	10.7	1,303	9.5
24 YEARS	5	8.9	1,175	8.6
25 YEARS	11	19.6	4,684	34.2
30 YEARS	6	10.7	1,662	12.1
TOTAL	56	100.0	13,707	100.0

* For explanation see number 7 in the Definitions at page viii.

TABLE 70 MAXIMUM PAID VACATION *

MAXIMUM VACATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
THREE WEEKS	3	5.4	454	3.3
FOUR WEEKS	8	14.3	1,106	8.1
FIVE WEEKS	14	25.0	2,752	20.1
SIX WEEKS	19	33.9	7,404	54.0
SEVEN WEEKS	11	19.6	1,691	12.3
NOT SPECIFIED	1	1.8	300	2.2
TOTAL	56	100.0	13,707	100.0

TABLE 71 PAY IN LIEU OF VACATIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	49	87.5	10,054	73.3
PROVISION EXISTS	7	12.5	3,653	26.7
TOTAL	56	100.0	13,707	100.0

TABLE 72 PAID SICK LEAVE (CASUAL ILLNESS) **

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	42	75.0	10,281	75.0
CASUAL ILLNESS LEAVE	14	25.0	3,426	25.0
TOTAL	56	100.0	13,707	100.0

TABLE 73 SERVICE REQUIREMENTS FOR PAID SICK LEAVE **

PERIOD OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	46	82.1	11,970	87.3
90 WORKING DAYS	2	3.6	284	2.1
3 MONTHS	5	8.9	717	5.2
12 MONTHS	3	5.4	736	5.4
TOTAL	56	100.0	13,707	100.0

* For explanation see number 7 in the Definitions at page viii.
** For explanation see number 8 in the Definitions at page viii.

TABLE 74 AMOUNT OF PAID SICK LEAVE *

AMOUNT OF LEAVE PER YEAR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	42	75.0	10,281	75.0
4 DAYS	1	1.8	300	2.2
5 DAYS	1	1.8	300	2.2
6 DAYS	4	7.1	631	4.6
7 DAYS	1	1.8	136	1.0
9 DAYS	1	1.8	131	1.0
12 DAYS	2	3.6	766	5.6
15 DAYS	1	1.8	700	5.1
24 DAYS	1	1.8	136	1.0
OTHER	2	3.6	326	2.4
TOTAL	56	100.0	13,707	100.0

TABLE 75 MAXIMUM ACCUMULATION OF UNUSED SICK LEAVE *

MAXIMUM ACCUMULATION ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	45	80.4	11,357	82.9
UNDER 60 DAYS	10	17.9	2,219	16.2
NO LIMIT SPECIFIED	1	1.8	131	1.0
TOTAL	56	100.0	13,707	100.0

TABLE 76 PAYMENT OF UNUSED SICK LEAVE ON TERMINATION OF EMPLOYMENT **

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	54	96.4	12,944	94.4
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.8	150	1.1
PER CENT NOT SPECIFIED	1	1.8	613	4.5
TOTAL	56	100.0	13,707	100.0

TABLE 77 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID ON TERMINATION *

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	55	98.2	13,557	98.9
20 DAYS	1	1.8	150	1.1
TOTAL	56	100.0	13,707	100.0

* For explanation see number 8 in the Definitions at page viii.

TABLE 78 PAYMENT FOR UNUSED SICK LEAVE ON RETIREMENT *

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	53	94.6	12,813	93.5
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.8	150	1.1
PER CENT NOT SPECIFIED	1	1.8	613	4.5
OTHER	1	1.8	131	1.0
TOTAL	56	100.0	13,707	100.0

TABLE 79 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID ON RETIREMENT *

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	54	96.4	13,426	97.9
20 DAYS	1	1.8	150	1.1
OTHER	1	1.8	131	1.0
TOTAL	56	100.0	13,707	100.0

TABLE 80 PAYMENT FOR UNUSED SICK LEAVE ON DEATH *

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	56	100.0	13,707	100.0
TOTAL	56	100.0	13,707	100.0

TABLE 81 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID FOR ON DEATH *

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	56	100.0	13,707	100.0
TOTAL	56	100.0	13,707	100.0

TABLE 82 INJURY PAY PROVISIONS **

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	31	55.4	5,591	40.8
PROVISION EXISTS	25	44.6	8,116	59.2
TOTAL	56	100.0	13,707	100.0

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* For explanation see number 8 in the Definitions at page viii.

** For explanation see number 9 in the Definitions at page viii.

TABLE 83 WORKERS COMPENSATION PAY SUPPLEMENTS

AMOUNT OF SUPPLEMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	50	89.3	12,422	90.6
FULL DIFFERENCE BETWEEN REGULAR PAY AND COMPENSATION PAY	2	3.6	670	4.9
FULL DIFFERENCE FOR A PERIOD OF TIME AND PART OF DIFFERENCE THEREAFTER	1	1.8	150	1.1
FULL DIFFERENCE BETWEEN REGULAR AND COMPENSATION PAY TAKEN FROM SICK LEAVE	2	3.6	289	2.1
OTHER	1	1.8	176	1.3
TOTAL	56	100.0	13,707	100.0

TABLE 84 MAXIMUM PERIOD OF WORKERS COMPENSATION PAY SUPPLEMENTS

MAXIMUM PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	49	87.5	12,256	89.4
2 MONTHS	1	1.8	465	3.4
3 MONTHS	1	1.8	150	1.1
UNTIL UNUSED SICK LEAVE IS EXHAUSTED	1	1.8	136	1.0
NOT SPECIFIED	3	5.4	524	3.8
OTHER	1	1.8	176	1.3
TOTAL	56	100.0	13,707	100.0

TABLE 85 PAID JURY DUTY LEAVE

AMOUNT OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	15	26.8	3,320	24.2
DIFFERENCE BETWEEN REGULAR PAY AND JURY FEES	41	73.2	10,387	75.8
TOTAL	56	100.0	13,707	100.0

TABLE 86 PAID BEREAVEMENT LEAVE

MAXIMUM NUMBER OF DAYS ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	5.4	393	2.9
IMMEDIATE FAMILY ONLY				
1.0 DAY	1	1.8	140	1.0
3.0 DAYS	28	50.0	6,785	49.5
7.0 DAYS	1	1.8	700	5.1
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE OR OTHER RELATIVES	8	14.3	2,724	19.9
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 2.0 DAYS FOR CLOSE OR OTHER RELATIVES	1	1.8	108	.8
4.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, LEAVE FOR CLOSE OR OTHER RELATIVES AT EMPLOYERS DISCRETION	1	1.8	613	4.5
5.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 3.0 DAYS FOR CLOSE RELATIVES AND 1.0 DAYS FOR OTHER RELATIVES	2	3.6	344	2.5
3.0 DAYS BASIC LEAVE WITH 1.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	1	1.8	120	.9
3.0 DAYS BASIC LEAVE WITH 2.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	2	3.6	350	2.6
3.0 DAYS BASIC LEAVE WITH ADDITIONAL DAYS IF TRAVEL INVOLVED, AT EMPLOYERS DISCRETION	1	1.8	121	.9
NOT SPECIFIED	5	8.9	1,046	7.6
OTHER	2	3.6	263	1.9
TOTAL	56	100.0	13,707	100.0

TABLE 87 SERVICE REQUIREMENTS FOR MATERNITY LEAVE

SERVICE REQUIREMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	43	76.8	10,242	74.7
6 MONTHS	1	1.8	379	2.8
9 MONTHS	1	1.8	120	.9
12 MONTHS	11	19.6	2,966	21.6
TOTAL	56	100.0	13,707	100.0

TABLE 88 LENGTH OF MATERNITY LEAVE

LENGTH OF LEAVE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	37	66.1	7,082	51.7
17 WEEKS	1	1.8	700	5.1
18 WEEKS	6	10.7	2,090	15.2
20 WEEKS	5	8.9	2,216	16.2
21 WEEKS	1	1.8	117	.9
24 WEEKS	1	1.8	613	4.5
52 WEEKS	1	1.8	379	2.8
ACCORDING TO LEGISLATION	3	5.4	405	3.0
NOT SPECIFIED	1	1.8	105	.8
TOTAL	56	100.0	13,707	100.0

TABLE 89 SENIORITY STATUS DURING MATERNITY LEAVE

SENIORITY STATUS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	43	76.8	9,088	66.3
SENIORITY RETAINED UP TO TIME MATERNITY LEAVE BEGINS	4	7.1	1,069	7.8
SENIORITY ACCUMULATES DURING ENTIRE MATERNITY LEAVE	8	14.3	3,171	23.1
SENIORITY ACCUMULATES DURING PART OF MATERNITY LEAVE	1	1.8	379	2.8
TOTAL	56	100.0	13,707	100.0

TABLE 90 MATERNITY LEAVE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	37	66.1	7,022	51.2
MATERNITY LEAVE PLAN EXISTS	19	33.9	6,685	48.8
TOTAL	56	100.0	13,707	100.0

TABLE 91 LEAVE ABSENCE FOR FULL-TIME UNION DUTIES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	35.7	3,946	28.8
PROVISION EXISTS	36	64.3	9,761	71.2
TOTAL	56	100.0	13,707	100.0

TABLE 92 LEAVE OF ABSENCE FOR UNION FUNCTIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	25.0	3,103	22.6
PROVISION EXISTS	42	75.0	10,604	77.4
TOTAL	56	100.0	13,707	100.0

TABLE 93 PAID LEAVE OF ABSENCE FOR PERSONAL REASONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	52	92.9	12,886	94.0
PATERNITY	1	1.8	176	1.3
PAID LEAVE OF ABSENCE FOR PERSONAL REASONS NOT SPECIFIED	3	5.4	645	4.7
TOTAL	56	100.0	13,707	100.0

TABLE 94 LEAVE OF ABSENCE FOR EDUCATIONAL PURPOSES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	47	83.9	11,633	84.9
LEAVE WITHOUT PAY	2	3.6	278	2.0
LEAVE WITH FULL PAY	4	7.1	1,121	8.2
LEAVE FOR EDUCATIONAL PURPOSES PROVIDED, BUT NOT SPECIFIED WITH OR WITHOUT PAY	3	5.4	675	4.9
TOTAL	56	100.0	13,707	100.0

TABLE 95 GRIEVANCE AND ARBITRATION PAY PROVISIONS*

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	44.6	6,498	47.4
GRIEVANCE PAY ONLY	29	51.8	6,669	48.7
GRIEVANCE AND ARBITRATION PAY	2	3.6	540	3.9
TOTAL	56	100.0	13,707	100.0

* For explanation see number 10 in the Definitions at page viii.

TABLE 96 NEGOTIATION PAY PROVISIONS*

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	41	73.2	10,662	77.8
PROVISION EXISTS	15	26.8	3,045	22.2
TOTAL	56	100.0	13,707	100.0

TABLE 97 DANGEROUS WORK

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	56	100.0	13,707	100.0
TOTAL	56	100.0	13,707	100.0

TABLE 98 LABOUR MANAGEMENT SAFETY COMMITTEES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	23.2	2,189	16.0
PROVISION EXISTS	43	76.8	11,518	84.0
TOTAL	56	100.0	13,707	100.0

TABLE 99 SAFETY COMMITTEE PAY PROVISIONS

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	38	67.9	7,812	57.0
PROVISION EXISTS	18	32.1	5,895	43.0
TOTAL	56	100.0	13,707	100.0

TABLE 100 LABOUR-MANAGEMENT COMMITTEE

COMMITTEE PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	34	60.7	9,119	66.5
PROVISION FOR COMMITTEE WITH ONLY GENERAL STATEMENT OF ITS PURPOSE	20	35.7	4,244	31.0
PROVISION FOR COMMITTEE BUT RESTRICTED TO DISCUSSING A SPECIFIC LIST OF ITEMS	1	1.8	104	.8
OTHER	1	1.8	240	1.8
TOTAL	56	100.0	13,707	100.0

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* For explanation see number 11 in the Definitions at page viii.

TABLE 101 ALLOWANCES FOR SAFETY SHOES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	28	50.0	5,871	42.8
SAFETY SHOES SUPPLIED AT NO COST TO EMPLOYEE	2	3.6	1,885	13.8
SAFETY SHOES SUPPLIED AT SOME COST TO EMPLOYEE	2	3.6	330	2.4
SAFETY SHOES REPLACED AT NO COST TO EMPLOYEE	1	1.8	400	2.9
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF SAFETY SHOES	21	37.5	4,815	35.1
OTHER	2	3.6	406	3.0
TOTAL	56	100.0	13,707	100.0

TABLE 102 ALLOWANCES FOR SAFETY GLASSES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	38	67.9	10,576	77.2
SAFETY GLASSES SUPPLIED AT NO COST TO EMPLOYEE	10	17.9	1,631	11.9
SAFETY GLASSES REPLACED AT NO COST TO EMPLOYEE	1	1.8	131	1.0
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF SAFETY GLASSES	4	7.1	892	6.5
INITIAL SAFETY GLASSES SUPPLIED NO COST TO EMPLOYEE, REPLACEMENTS AT SOME COSY	1	1.8	167	1.2
OTHER	2	3.6	310	2.3
TOTAL	56	100.0	13,707	100.0

TABLE 103 SUPPLY OF OR ALLOWANCES FOR WORK CLOTHING OR UNIFORMS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	44.6	5,962	43.5
SUPPLIED AT NO COST TO EMPLOYEES	18	32.1	5,729	41.8
SUPPLIED AT SOME COST TO EMPLOYEES	5	8.9	918	6.7
EMPLOYER MAKES A MONETARY ALLOWANCE	8	14.3	1,098	8.0
TOTAL	56	100.0	13,707	100.0

TABLE 104 MAINTENANCE OF WORK CLOTHING

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	43	76.8	9,979	72.8
MAINTAINED AT NO COST TO EMPLOYEES	10	17.9	3,271	23.9
MAINTAINED AT SOME COST TO EMPLOYEES	2	3.6	337	2.5
EMPLOYER MAKES MONETARY ALLOWANCE FOR MAINTENANCE OF WORK CLOTHING	1	1.8	120	.9
TOTAL	56	100.0	13,707	100.0

TABLE 105 ALLOWANCE FOR TOOLS

ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	34	60.7	6,921	50.5
TOOLS SUPPLIED AT NO COST TO EMPLOYEE	7	12.5	2,517	18.4
TOOLS SUPPLIED AT SOME COST TO EMPLOYEE	1	1.8	205	1.5
TOOLS REPLACED AT NO COST TO EMPLOYEE	6	10.7	1,174	8.6
TOOLS REPLACED AT SOME COST TO EMPLOYEE	1	1.8	400	2.9
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF TOOLS	3	5.4	599	4.4
INSURANCE PROVIDED FOR EMPLOYEES TOOLS	1	1.8	146	1.1
TOOLS SUPPLIED AT NO COST AND INSURANCE PROVIDED	1	1.8	520	3.8
TOOLS REPLACED AT NO COST AND INSURANCE PROVIDED	1	1.8	105	.8
OTHER	1	1.8	1,120	8.2
TOTAL	56	100.0	13,707	100.0

TABLE 106 MEAL, LODGING AND PER DIEM ALLOWANCES ON TRAVEL STATUS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	50	89.3	12,240	89.3
MEAL ALLOWANCE (OR MEALS SUPPLIED)	2	3.6	885	6.5
MEAL AND LODGING ALLOWANCE, OR MEAL AND LODGING SUPPLIED	3	5.4	482	3.5
PER DIEM ALLOWANCE PROVIDED BUT ITEMS COVERED NOT SPECIFIED OR DETERMINED	1	1.8	100	.7
TOTAL	56	100.0	13,707	100.0

TABLE 107 TRAVEL TIME PAY

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	50	89.3	12,719	92.8
PAY FOR TRAVEL TIME DIRECTLY RELATED TO THE JOB	6	10.7	988	7.2
TOTAL	56	100.0	13,707	100.0

TABLE 108 MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR

ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	51	91.1	12,846	93.7
CENTS PER KILOMETER				
12.5 CENTS	1	1.8	100	.7
15.5 CENTS	1	1.8	190	1.4
15.6 CENTS	1	1.8	300	2.2
17.0 CENTS	1	1.8	106	.8
20.0 CENTS	1	1.8	165	1.2
TOTAL	56	100.0	13,707	100.0

TABLE 109 APPRENTICESHIP TRAINING PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	36	64.3	9,530	69.5
PROVISION EXISTS	20	35.7	4,177	30.5
TOTAL	56	100.0	13,707	100.0

TABLE 110 APPRENTICESHIP RATIO

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	50	89.3	12,714	92.8
ONE TO TWO	1	1.8	187	1.4
ONE TO THREE	2	3.6	276	2.0
ONE TO FIVE	1	1.8	220	1.6
ONE TO SIX	1	1.8	120	.9
OTHER	1	1.8	190	1.4
TOTAL	56	100.0	13,707	100.0

TABLE 111 ON-THE-JOB TRAINING PROVISIONS *

PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	29	51.8	6,560	47.9
TRAINING FOR BARGAINING UNIT EMPLOYEES	25	44.6	5,862	42.8
TRAINING FOR NON-BARGAINING UNIT EMPLOYEES	1	1.8	1,120	8.2
TRAINING FOR BARGAINING AND NON-BARGAINING UNIT EMPLOYEES	1	1.8	165	1.2
TOTAL	56	100.0	13,707	100.0

TABLE 112 SEVERANCE PAY & LAY-OFF BENEFIT PLANS (OTHER THAN SUB)**

PLAN	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	41	73.2	8,311	60.6
SEVERANCE PAY PLAN	12	21.4	3,430	25.0
LAY-OFF BENEFIT PLAN	1	1.8	136	1.0
SEVERANCE PAY AND LAY-OFF BENEFIT PLANS	2	3.6	1,830	13.4
TOTAL	56	100.0	13,707	100.0

TABLE 113 SUPPLEMENTAL UNEMPLOYMENT BENEFIT (S.U.B.) PLANS

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	50	89.3	12,692	92.6
PROVISION EXISTS	6	10.7	1,015	7.4
TOTAL	56	100.0	13,707	100.0

TABLE 114 RESTRICTIONS ON MOONLIGHTING

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	53	94.6	13,141	95.9
PROVISION EXISTS	3	5.4	566	4.1
TOTAL	56	100.0	13,707	100.0

* For explanation see number 12 in the Definitions at page viii.

** For explanation see number 13 in the Definitions at page viii.

TABLE 115 RESTRICTIONS ON WORK BY NON-BARGAINING UNIT EMPLOYEES

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	39.3	4,233	30.9
PROVISION EXISTS	34	60.7	9,474	69.1
TOTAL	56	100.0	13,707	100.0

TABLE 116 RESTRICTIONS ON CONTRACTING OUT

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	40	71.4	8,005	58.4
PROVISION EXISTS	16	28.6	5,702	41.6
TOTAL	56	100.0	13,707	100.0

TABLE 117 TECHNOLOGICAL CHANGE - ADVANCE NOTICE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	42	75.0	10,083	73.6
1 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	3	5.4	1,405	10.3
2 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	1	1.8	120	.9
3 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	3	5.4	388	2.8
6 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	2	3.6	325	2.4
12 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	1	1.8	520	3.8
NOT SPECIFIED	4	7.1	866	6.3
TOTAL	56	100.0	13,707	100.0

TABLE 118 TECHNOLOGICAL CHANGE - CONSULTATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	44	78.6	9,928	72.4
PROVISION EXISTS	12	21.4	3,779	27.6
TOTAL	56	100.0	13,707	100.0

TABLE 119 TECHNOLOGICAL CHANGE - TRAINING BENEFITS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	42	75.0	10,071	73.5
PROVISION EXISTS	14	25.0	3,636	26.5
TOTAL	56	100.0	13,707	100.0

TABLE 120 TECHNOLOGICAL CHANGE - ATTRITION ARRANGEMENTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	54	96.4	13,367	97.5
PROVISION EXISTS	2	3.6	340	2.5
TOTAL	56	100.0	13,707	100.0

TABLE 121 TECHNOLOGICAL CHANGE - INCOME PROTECTION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	47	83.9	10,733	78.3
PROVISION EXISTS	9	16.1	2,974	21.7
TOTAL	56	100.0	13,707	100.0

TABLE 122 TECHNOLOGICAL CHANGE - JOINT AUTOMATION COMMITTEE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	56	100.0	13,707	100.0
TOTAL	56	100.0	13,707	100.0

TABLE 123 TECHNOLOGICAL CHANGE - RELOCATION ALLOWANCES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	56	100.0	13,707	100.0
TOTAL	56	100.0	13,707	100.0

TABLE 124

TECHNOLOGICAL CHANGE - TRANSFER ARRANGEMENTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	50	89.3	11,302	82.5
PROVISION EXISTS	6	10.7	2,405	17.5
TOTAL	56	100.0	13,707	100.0

TABLE 125

TECHNOLOGICAL CHANGE - ADVANCE NOTICE OF LAY-OFF

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	51	91.1	12,806	93.4
PROVISION EXISTS	5	8.9	901	6.6
TOTAL	56	100.0	13,707	100.0

TABLE 126

TECHNOLOGICAL CHANGE - SEVERANCE PAY

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	49	87.5	11,405	83.2
PROVISION EXISTS	7	12.5	2,302	16.8
TOTAL	56	100.0	13,707	100.0

TABLE 127

TECHNOLOGICAL CHANGE - ARBITRATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	56	100.0	13,707	100.0
TOTAL	56	100.0	13,707	100.0

TABLE 128

ADVANCE NOTICE OF PLANT CLOSING OR RELOCATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	50	89.3	10,002	73.0
30 CALENDAR DAYS	1	1.8	520	3.8
60 CALENDAR DAYS	2	3.6	547	4.0
90 CALENDAR DAYS	2	3.6	1,518	11.1
ADVANCE NOTICE REQUIRED BUT LENGTH OF NOTICE NOT SPECIFIED	1	1.8	1,120	8.2
TOTAL	56	100.0	13,707	100.0

TABLE 129 JOB EVALUATION AND UNION PARTICIPATION IN CLASSIFICATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	39	69.6	9,672	70.6
FORMAL JOB EVALUATION PLAN	7	12.5	2,091	15.3
JOINT UNION-MANAGEMENT PARTICIPATION IN JOB CLASSIFICATION ON AD HOC BASIS	7	12.5	1,429	10.4
JOINT UNION-MANAGEMENT PARTICIPATION IN JOB CLASSIFICATION ON FORMAL BASIS	3	5.4	515	3.8
TOTAL	56	100.0	13,707	100.0

TABLE 130 GRIEVANCE OF JOB CLASSIFICATION OR RE-CLASSIFICATION

GRIEVANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	50	89.3	11,575	84.4
PROVISION EXISTS	6	10.7	2,132	15.6
TOTAL	56	100.0	13,707	100.0

TABLE 131 EQUAL PAY FOR WORK OF EQUAL VALUE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	53	94.6	13,024	95.0
PROVISION EXISTS	3	5.4	683	5.0
TOTAL	56	100.0	13,707	100.0

TABLE 132 FREQUENCY OF COST-OF-LIVING ADJUSTMENTS

FREQUENCY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	37	66.1	9,864	72.0
AUTOMATIC MONTHLY ADJUSTMENTS	2	3.6	301	2.2
AUTOMATIC QUARTERLY ADJUSTMENTS	4	7.1	810	5.9
AUTOMATIC SEMI-ANNUAL ADJUSTMENTS	1	1.8	230	1.7
AUTOMATIC ANNUAL ADJUSTMENTS	5	8.9	996	7.3
ONE ADJUSTMENT DURING TERM OF AGREEMENT	4	7.1	540	3.9
ADJUSTMENTS TIED TO A SPECIFIC CHANGE IN THE CONSUMER PRICE INDEX	3	5.4	966	7.0
TOTAL	56	100.0	13,707	100.0

TABLE 133 AMOUNT OF COST-OF-LIVING ADJUSTMENTS

AMOUNT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	37	66.1	9,864	72.0
1 CENTS PER HOUR ADJUSTMENT FOR				
.2 POINT CHANGE IN THE C.P.I.	2	3.6	666	4.9
.3 POINT CHANGE IN THE C.P.I.	5	8.9	971	7.1
.4 POINT CHANGE IN THE C.P.I.	1	1.8	125	.9
CENTS PER HOUR ADJUSTMENTS CAN NOT BE EASILY TABULATED	4	7.1	709	5.2
.10 DOLLARS PER MONTH ADJUSTMENT FOR				
2.8 POINT CHANGE IN THE C.P.I.	1	1.8	300	2.2
1.0 PERCENTAGE CHANGE IN THE C.P.I.	1	1.8	196	1.4
PERCENTAGE ADJUSTMENTS CAN NOT BE EASILY TABULATED	4	7.1	751	5.5
OTHER	1	1.8	125	.9
TOTAL	56	100.0	13,707	100.0

TABLE 134 ATTENDANCE OR CONTINUOUS SERVICE BONUS

BONUS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	51	91.1	12,172	88.8
CONTINUOUS SERVICE BONUS ONLY	5	8.9	1,535	11.2
TOTAL	56	100.0	13,707	100.0

TABLE 135 EMPLOYER CONTRIBUTION TO BASIC MEDICAL & HOSPITAL PLANS

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	15	26.8	3,312	24.2
50.0 PER CENT	3	5.4	1,041	7.6
60.0 PER CENT	1	1.8	268	2.0
75.0 PER CENT	4	7.1	1,119	8.2
80.0 PER CENT	3	5.4	368	2.7
95.0 PER CENT	1	1.8	104	.8
100.0 PER CENT	17	30.4	3,465	25.3
FLAT SUM PAYMENT	2	3.6	225	1.6
NOT SPECIFIED	9	16.1	3,647	26.6
OTHER	1	1.8	158	1.2
TOTAL	56	100.0	13,707	100.0

TABLE 136 SPECIALIZED INSURANCE BENEFITS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	15	26.8	4,105	29.9
DENTAL CARE PLAN ONLY	34	60.7	7,197	52.5
PRESCRIPTION DRUG PLAN AND DENTAL CARE PLAN	1	1.8	379	2.8
PRESCRIPTION DRUG PLAN AND VISON CARE PLAN	1	1.8	700	5.1
DENTAL CARE PLAN AND VISION CARE PLAN	5	8.9	1,326	9.7
TOTAL	56	100.0	13,707	100.0

TABLE 137 MAJOR MEDICAL OR COMPREHENSIVE BENEFIT PLANS *

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	43	76.8	9,051	66.0
PROVISION EXISTS	13	23.2	4,656	34.0
TOTAL	56	100.0	13,707	100.0

TABLE 138 EMPLOYER CONTRIBUTIONS TO LIFE INSURANCE PLANS

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	23.2	2,666	19.4
50.0 PER CENT	2	3.6	325	2.4
60.0 PER CENT	1	1.8	268	2.0
70.0 PER CENT	1	1.8	185	1.3
75.0 PER CENT	3	5.4	999	7.3
80.0 PER CENT	2	3.6	238	1.7
100.0 PER CENT	21	37.5	5,138	37.5
FLAT SUM PAYMENT	3	5.4	561	4.1
NOT SPECIFIED	10	17.9	3,327	24.3
TOTAL	56	100.0	13,707	100.0

* For explanation see number 14 in the Definitions at page viii.

TABLE 139 AMOUNT OF BENEFITS PROVIDED IN LIFE INSURANCE PLANS

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	23.2	2,666	19.4
6,000 DOLLARS	1	1.8	120	.9
7,000 DOLLARS	1	1.8	158	1.2
10,000 DOLLARS	3	5.4	575	4.2
12,000 DOLLARS	2	3.6	245	1.8
13,000 DOLLARS	1	1.8	125	.9
15,000 DOLLARS	4	7.1	1,441	10.5
20,000 DOLLARS	4	7.1	706	5.2
25,000 DOLLARS	1	1.8	104	.8
26,500 DOLLARS	1	1.8	230	1.7
27,500 DOLLARS	1	1.8	300	2.2
28,000 DOLLARS	3	5.4	420	3.1
29,000 DOLLARS	3	5.4	436	3.2
30,000 DOLLARS	2	3.6	625	4.6
33,000 DOLLARS	1	1.8	350	2.6
50,000 DOLLARS	1	1.8	465	3.4
VARIES WITH INCOME OR JOB CLASSIFICATION	3	5.4	2,103	15.3
CHANGES DURING TERM OF AGREEMENT	1	1.8	700	5.1
NOT SPECIFIED	10	17.9	1,938	14.1
TOTAL	56	100.0	13,707	100.0

TABLE 140 EMPLOYER CONTRIBUTIONS TO A. D. & D. INSURANCE

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	33	58.9	9,255	67.5
60.0 PER CENT	1	1.8	268	2.0
70.0 PER CENT	1	1.8	185	1.3
75.0 PER CENT	3	5.4	999	7.3
80.0 PER CENT	2	3.6	238	1.7
100.0 PER CENT	11	19.6	2,131	15.5
NOT SPECIFIED	5	8.9	631	4.6
TOTAL	56	100.0	13,707	100.0

TABLE 141 AMOUNT OF BENEFITS PROVIDED IN A. D. & D. INSURANCE

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	32	57.1	9,115	66.5
6,000 DOLLARS	1	1.8	120	.9
10,000 DOLLARS	3	5.4	575	4.2
11,000 DOLLARS	1	1.8	104	.8
12,000 DOLLARS	1	1.8	113	.8
13,000 DOLLARS	1	1.8	125	.9
15,000 DOLLARS	1	1.8	100	.7
20,000 DOLLARS	3	5.4	576	4.2
26,500 DOLLARS	1	1.8	230	1.7
27,500 DOLLARS	1	1.8	300	2.2
28,000 DOLLARS	3	5.4	420	3.1
29,000 DOLLARS	3	5.4	436	3.2
30,000 DOLLARS	1	1.8	105	.8
40,000 DOLLARS	1	1.8	130	.9
VARIES WITH INCOME OR JOB CLASSIFICATION	3	5.4	1,258	9.2
TOTAL	56	100.0	13,707	100.0

TABLE 142 EMPLOYER CONTRIB. TO WEEKLY SICKNESS & ACCIDENT INDEMNITY

AMOUNT OF PREMIUM CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	23.2	2,385	17.4
50.0 PER CENT	5	8.9	883	6.4
60.0 PER CENT	1	1.8	268	2.0
70.0 PER CENT	1	1.8	185	1.3
75.0 PER CENT	3	5.4	999	7.3
80.0 PER CENT	2	3.6	238	1.7
100.0 PER CENT	15	26.8	3,335	24.3
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.8	176	1.3
FLAT SUM PAYMENT	3	5.4	867	6.3
NOT SPECIFIED	10	17.9	3,119	22.8
OTHER	2	3.6	1,252	9.1
TOTAL	56	100.0	13,707	100.0

TABLE 143 AMOUNT OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	21.4	2,264	16.5
$100.00 PER WEEK	1	1.8	268	2.0
$150.00 PER WEEK	1	1.8	100	.7
$180.00 PER WEEK	1	1.8	100	.7
$231.00 PER WEEK	2	3.6	798	5.8
$245.00 PER WEEK	2	3.6	355	2.6
$260.00 PER WEEK	2	3.6	251	1.8
$275.00 PER WEEK	2	3.6	361	2.6
$300.00 PER WEEK	1	1.8	520	3.8
$360.00 PER WEEK	1	1.8	300	2.2
$500.00 PER WEEK	1	1.8	117	.9
EXPRESSED AS PERCENT OF WAGES	10	17.9	2,214	16.2
VARIES WITH INCOME OR JOB CLASSIFICATION	9	16.1	3,847	28.1
CHANGES DURING TERM OF AGREEMENT	1	1.8	165	1.2
NOT SPECIFIED	9	16.1	1,917	14.0
OTHER	1	1.8	130	.9
TOTAL	56	100.0	13,707	100.0

TABLE 144 MAXIMUM DURATION OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

MAXIMUM DURATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	23.2	2,396	17.5
13 WEEKS	1	1.8	268	2.0
15 WEEKS	4	7.1	1,135	8.3
17 WEEKS	1	1.8	117	.9
26 WEEKS	14	25.0	2,254	16.4
39 WEEKS	1	1.8	185	1.3
52 WEEKS	6	10.7	885	6.5
VARIES WITH LENGTH OF SERVICE	5	8.9	3,643	26.6
VARIES BY SEX	1	1.8	520	3.8
NOT SPECIFIED	10	17.9	2,304	16.8
TOTAL	56	100.0	13,707	100.0

TABLE 145 LONG TERM DISABILITY BENEFIT PLANS

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	38	67.9	8,903	65.0
PROVISION EXISTS	18	32.1	4,804	35.0
TOTAL	56	100.0	13,707	100.0

TABLE 146 EMPLOYER CONTRIBUTIONS TO NON-SPECIFIED EMPLOYEE BENEFITS

PERCENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	44	78.6	10,199	74.4
60.0 PER CENT	1	1.8	120	.9
100.0 PER CENT	2	3.6	427	3.1
FLAT SUM PAYMENT	2	3.6	548	4.0
NOT SPECIFIED	7	12.5	2,413	17.6
TOTAL	56	100.0	13,707	100.0

TABLE 147 PENSION PLANS

FINANCING ARRANGEMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	35.7	5,753	42.0
NON-CONTRIBUTORY	7	12.5	1,396	10.2
CONTRIBUTORY	5	8.9	1,006	7.3
NOT SPECIFIED	24	42.9	5,552	40.5
TOTAL	56	100.0	13,707	100.0

SECTION IV

CONSTRUCTION

TABLE 1 EXPIRY DATES OF SELECTED AGREEMENTS

YEAR AND MONTH OF EXPIRATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
1983	5	12.2	2,830	5.9
FEBRUARY	1	2.4	1,000	2.1
APRIL	4	9.8	1,830	3.8
1984	35	85.4	44,791	92.9
APRIL	31	75.6	42,093	87.3
JUNE	1	2.4	1,600	3.3
SEPTEMBER	1	2.4	338	.7
DECEMBER	2	4.9	760	1.6
1985	1	2.4	600	1.2
APRIL	1	2.4	600	1.2
TOTAL	41	100.0	48,221	100.0

TABLE 2 DISTRIBUTION BY ECONOMIC REGION AND CENSUS DIVISION *

ECONOMIC REGION AND CENSUS DIVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
CALGARY / DRUMHELLER	9	22.0	8,822	18.3
CENSUS DIVISION NO. 6	9	22.0	8,822	18.3
EDMONTON / LLOYDMIN.	8	19.5	10,089	20.9
CENSUS DIVISION NO. 11	8	19.5	10,089	20.9
PEACE RIVER	1	2.4	600	1.2
CENSUS DIVISION NO. 15	1	2.4	600	1.2
ATHABASCA	2	4.9	760	1.6
CENSUS DIVISION NO. 12	2	4.9	760	1.6
INTER-REGIONAL	3	7.3	731	1.5
PROVINCE WIDE	18	43.9	27,219	56.4
TOTAL	41	100.0	48,221	100.0

TABLE 3 DISTRIBUTION BY ECONOMIC REGION AND URBAN CENTRE**

ECONOMIC REGION AND URBAN CENTRE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
CALGARY / DRUMHELLER	9	22.0	8,822	18.3
CALGARY	9	22.0	8,822	18.3
EDMONTON / LLOYDMIN.	8	19.5	10,089	20.9
EDMONTON	7	17.1	9,751	20.2
FORT SASKATCHEWAN	1	2.4	338	.7
PEACE RIVER	1	2.4	600	1.2
REMAINDER	1	2.4	600	1.2
ATHABASCA	2	4.9	760	1.6
REMAINDER	2	4.9	760	1.6
TWO OR MORE REGIONS	3	7.3	731	1.5
PROVINCE WIDE	18	43.9	27,219	56.4
TOTAL	41	100.0	48,221	100.0

* For explanation see number 1 in the Definitions at page viii.

** For explanation see number 2 in the Definitions at page viii.

TABLE 4 UNIONS REPRESENTING EMPLOYEES COVERED BY AGREEMENTS

UNION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
ASBESTOS WORKERS	1	2.4	750	1.6
BOILERMAKERS	1	2.4	1,600	3.3
BRICKLAYERS	3	7.3	1,061	2.2
CARPENTERS	5	12.2	8,846	18.3
ELECTRICAL WORKERS	1	2.4	2,608	5.4
ELEVATOR CONSTRUCTORS	1	2.4	230	.5
GLASSWORKERS	1	2.4	475	1.0
LABOURERS	5	12.2	9,783	20.3
MULTI-UNION	4	9.8	1,698	3.5
OPERATING ENGINEERS	3	7.3	7,100	14.7
PAINTERS & GLAZIERS	3	7.3	1,313	2.7
PLASTERERS	3	7.3	650	1.3
PLUMBERS	5	12.2	6,550	13.6
SHEET METAL WORKERS	3	7.3	4,737	9.8
TEAMSTERS	2	4.9	820	1.7
TOTAL	41	100.0	48,221	100.0

TABLE 5 DURATION

DURATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
BETWEEN ONE AND TWO YEARS	11	26.8	4,282	8.9
TWO YEARS	27	65.9	42,715	88.6
BETWEEN TWO AND THREE YEARS	3	7.3	1,224	2.5
TOTAL	41	100.0	48,221	100.0

TABLE 6 SIZE OF BARGAINING UNITS COVERED

SIZE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
100 - 199 EMPLOYEES	3	7.3	375	.8
200 - 499 EMPLOYEES	20	48.8	6,504	13.5
500 - 999 EMPLOYEES	8	19.5	4,850	10.1
1,000 OR MORE EMPLOYEES	10	24.4	36,492	75.7
TOTAL	41	100.0	48,221	100.0

TABLE 7 TYPE OF BARGAINING UNIT COVERED *

TYPE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NON-OFFICE EMPLOYEES	41	100.0	48,221	100.0
TOTAL	41	100.0	48,221	100.0

TABLE 8 NON-DISCRIMINATION PROVISIONS

NON-DISCRIMINATION PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	34.1	9,227	19.1
UNION MEMBERSHIP	17	41.5	19,930	41.3
RACE, RELIGION	1	2.4	300	.6
RACE, RELIGION, SEX, AGE	1	2.4	100	.2
RACE, RELIGION, UNION MEMBERSHIP, AGE	1	2.4	400	.8
RACE, RELIGION, UNION MEMBERSHIP, SEX, AGE	3	7.3	13,031	27.0
RACE, RELIGION, NATIONALITY, SEX, AGE, MARITAL STATUS	1	2.4	600	1.2
DISCRIMINATION PROHIBITED BUT TYPES OF DISCRIMINATION NOT SPECIFIED	2	4.9	3,983	8.3
OTHER	1	2.4	650	1.3
TOTAL	41	100.0	48,221	100.0

TABLE 9 MANAGEMENTS RIGHTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	14.6	2,577	5.3
GENERAL STATEMENT OF MANAGEMENT RIGHTS	2	4.9	988	2.0
ENUMERATED LIST OF MANAGEMENT RIGHTS	12	29.3	12,685	26.3
GENERAL STATEMENT OF MANAGEMENT RIGHTS, WITH RESIDUAL RIGHTS CLAUSE	1	2.4	230	.5
ENUMERATED LIST OF MANAGEMENT RIGHTS, WITH RESIDUAL RIGHTS CLAUSE	20	48.8	31,741	65.8
TOTAL	41	100.0	48,221	100.0

* For explanation see number 3 in the Definitions at page viii.

TABLE 10 UNION MEMBERSHIP REQUIREMENTS *

MEMBERSHIP REQUIREMENTS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
CLOSED SHOP	33	80.5	39,994	82.9
UNION SHOP	7	17.1	7,889	16.4
MAINTENANCE OF MEMBERSHIP	1	2.4	338	.7
TOTAL	41	100.0	48,221	100.0

TABLE 11 CHECK-OFF PAYMENTS

TYPE OF PAYMENT CHECK-OFF	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
DUES CHECK-OFF ONLY	15	36.6	16,330	33.9
DUES AND INITIATION FEES	6	14.6	8,907	18.5
DUES, INITIATION FEES AND ASSESSMENTS	19	46.3	22,646	47.0
OTHER	1	2.4	338	.7
TOTAL	41	100.0	48,221	100.0

TABLE 12 UNION DUES CHECK-OFF

CHECK-OFF PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
COMPULSORY FOR ALL EMPLOYEES COVERED BY THE AGREEMENT	34	82.9	35,316	73.2
VOLUNTARY FOR ALL EMPLOYEES COVERED BY THE AGREEMENT	5	12.2	10,967	22.7
UNION DUES CHECK-OFF BUT NOT SPECIFIED WHETHER COMPULSORY OR VOLUNTARY	1	2.4	1,600	3.3
OTHER	1	2.4	338	.7
TOTAL	41	100.0	48,221	100.0

TABLE 13 PROBATIONARY PERIOD FOR NEWLY-HIRED EMPLOYEES

PROBATIONARY PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	35	85.4	46,734	96.9
90 CALENDAR DAYS	2	4.9	376	.8
6 MONTHS	3	7.3	825	1.7
DEPENDS ON RELATED EXPERIENCE OR QUALIFICATIONS	1	2.4	286	.6
TOTAL	41	100.0	48,221	100.0

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* For explanation see number 4 in the Definitions at page viii.

TABLE 14 TYPE OF SENIORITY UNIT FOR LAYOFFS, PROMOTIONS, TRANSFERS

SENIORITY UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	40	97.6	47,991	99.5
JOB OR OCCUPATIONAL CLASSIFICATION	1	2.4	230	.5
TOTAL	41	100.0	48,221	100.0

TABLE 15 RETENTION OF SENIORITY OR RECALL RIGHTS DURING LAY-OFF

RETENTION PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	40	97.6	48,121	99.8
NO REFERENCE TO DURATION OF SENIORITY OR RECALL RIGHTS	1	2.4	100	.2
TOTAL	41	100.0	48,221	100.0

TABLE 16 ADVANCE NOTICE OF LAY-OFF

LENGTH OF NOTICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	27	65.9	32,221	66.8
1 HOURS	10	24.4	14,599	30.3
2 HOURS	2	4.9	401	.8
48 HOURS	1	2.4	600	1.2
NOT SPECIFIED	1	2.4	400	.8
TOTAL	41	100.0	48,221	100.0

TABLE 17 PAY IN LIEU OF NOTICE OF LAY-OFF

AMOUNT OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	33	80.5	38,458	79.8
NOT SPECIFIED	1	2.4	125	.3
OTHER	7	17.1	9,638	20.0
TOTAL	41	100.0	48,221	100.0

TABLE 18 ADVANCE NOTICE OF TERMINATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	33	80.5	43,818	90.9
PROVISION EXISTS FOR ADVANCE NOTICE ONLY	4	9.8	3,178	6.6
PROVISION EXISTS FOR ADVANCE NOTICE OR PAY IN LIEU OF NOTICE	4	9.8	1,225	2.5
TOTAL	41	100.0	48,221	100.0

TABLE 19 JOB POSTING

POSTING PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	40	97.6	47,921	99.4
NOT SPECIFIED	1	2.4	300	.6
TOTAL	41	100.0	48,221	100.0

TABLE 20 ROLE OF SENIORITY IN PROMOTIONS

SENIORITY IN PROMOTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	41	100.0	48,221	100.0
TOTAL	41	100.0	48,221	100.0

TABLE 21 ROLE OF SENIORITY IN TRANSFERS

SENIORITY IN TRANSFERS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	40	97.6	47,883	99.3
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	1	2.4	338	.7
TOTAL	41	100.0	48,221	100.0

TABLE 22 ROLE OF SENIORITY IN LAY-OFFS

SENIORITY IN LAY-OFFS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	37	90.2	44,683	92.7
SOLE FACTOR	3	7.3	3,438	7.1
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	1	2.4	100	.2
TOTAL	41	100.0	48,221	100.0

TABLE 23 EMPLOYEE GRIEVANCE - INITIAL PRESENTATION

GRIEVANCE PRESENTED BY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
EMPLOYEE ONLY	6	14.6	6,957	14.4
UNION REPRESENTATIVE ONLY	9	22.0	16,111	33.4
EMPLOYEES WITH OR WITHOUT UNION REPRESENTATIVE	22	53.7	20,525	42.6
EMPLOYEE OR UNION REPRESENTATIVE	1	2.4	3,753	7.8
GRIEVANCE COMMITTEE ONLY	2	4.9	225	.5
OTHER	1	2.4	650	1.3
TOTAL	41	100.0	48,221	100.0

TABLE 24 SPECIAL GRIEVANCE PROCEDURE - DISCIPLINE & DISMISSAL CASES

SPECIAL PROCEDURE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	34	82.9	43,829	90.9
NUMBER OF STEPS IN THE GRIEVANCE PROCEDURE IS REDUCED	1	2.4	1,600	3.3
DURATION OF DELAYS BETWEEN STEPS IS REDUCED	6	14.6	2,792	5.8
TOTAL	41	100.0	48,221	100.0

TABLE 25 GRIEVANCE ARBITRATION - NUMBER OF ARBITRATORS

NUMBER OF ARBITRATORS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
SPECIFIC PROVISION FOR SINGLE ARBITRATOR	11	26.8	11,366	23.6
SPECIFIC PROVISION FOR PANEL/BOARD OF ARBITRATORS	14	34.1	16,110	33.4
PROVISION FOR SINGLE ARBITRATOR OR BOARD OF ARBITRATORS	16	39.0	20,745	43.0
TOTAL	41	100.0	48,221	100.0

TABLE 26 SCHEDULED WORK-WEEK (NUMBER OF DAYS)

DAYS PER WEEK	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIVE DAYS A WEEK	39	95.1	45,021	93.4
WORK DAYS VARY FOR DIFFERENT GROUPS OF EMPLOYEES	2	4.9	3,200	6.6
TOTAL	41	100.0	48,221	100.0

TABLE 27 STANDARD DAILY HOURS*

NUMBER OF HOURS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
7 HOURS	1	2.4	2,608	5.4
7-1/2 HOURS	4	9.8	5,570	11.6
8 HOURS	33	80.5	36,743	76.2
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	3	7.3	3,300	6.8
TOTAL	41	100.0	48,221	100.0

TABLE 28 STANDARD OR AVERAGE WEEKLY HOURS

NUMBER OF HOURS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
35 HOURS	1	2.4	2,608	5.4
37-1/2 HOURS	4	9.8	5,570	11.6
40 HOURS	34	82.9	37,743	78.3
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	2	4.9	2,300	4.8
TOTAL	41	100.0	48,221	100.0

TABLE 29 PAID MEAL PERIOD PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	61.0	29,400	61.0
MEAL PERIOD PAID ON OVERTIME WORK	14	34.1	16,261	33.7
REGULAR SCHEDULE AND OVERTIME	1	2.4	2,200	4.6
OTHER	1	2.4	360	.7
TOTAL	41	100.0	48,221	100.0

TABLE 30 COMPRESSED WORK WEEK AND FLEXTIME

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	36	87.8	37,715	78.2
PROVISION FOR FLEX-TIME	3	7.3	8,056	16.7
PROVISION FOR COMPRESSED WORK-WEEK	1	2.4	250	.5
PROVISION FOR BOTH FLEX-TIME AND COMPRESSED WORK-WEEK	1	2.4	2,200	4.6
TOTAL	41	100.0	48,221	100.0

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* For explanation see number 5 in the Definitions at page viii.

TABLE 31 OVERTIME RATE AFTER SCHEDULED DAILY HOURS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
TIME AND ONE-HALF	1	2.4	600	1.2
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 1 HOURS	2	4.9	411	.9
DOUBLE TIME AFTER 2 HOURS	8	19.5	6,979	14.5
DOUBLE TIME AFTER 4 HOURS	2	4.9	1,150	2.4
INCREASED RATE VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	2.4	1,000	2.1
DOUBLE TIME	20	48.8	30,622	63.5
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	7	17.1	7,459	15.5
TOTAL	41	100.0	48,221	100.0

TABLE 32 OVERTIME RATE AFTER SCHEDULED WEEKLY HOURS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	24.4	10,381	21.5
STRAIGHT TIME	2	4.9	760	1.6
TIME AND ONE-HALF	4	9.8	1,930	4.0
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 2 HOURS	2	4.9	687	1.4
DOUBLE TIME AFTER 4 HOURS	2	4.9	1,650	3.4
DOUBLE TIME	19	46.3	30,337	62.9
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	2	4.9	2,476	5.1
TOTAL	41	100.0	48,221	100.0

TABLE 33 OVERTIME RATE FOR SATURDAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	14.6	2,466	5.1
TIME AND ONE-HALF	1	2.4	125	.3
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 4 HOURS	3	7.3	1,349	2.8
DOUBLE TIME AFTER 6 HOURS	2	4.9	1,500	3.1
DOUBLE TIME AFTER 8 HOURS	1	2.4	300	.6
DOUBLE TIME	26	63.4	39,631	82.2
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	2.4	2,200	4.6
OTHER	1	2.4	650	1.3
TOTAL	41	100.0	48,221	100.0

TABLE 34 OVERTIME RATE FOR SUNDAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	9.8	1,580	3.3
TIME AND ONE-HALF	1	2.4	600	1.2
DOUBLE TIME	35	85.4	43,841	90.9
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	2.4	2,200	4.6
TOTAL	41	100.0	48,221	100.0

TABLE 35 OVERTIME RATE ON SIXTH DAY (NOT SCHEDULED)*

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	40	97.6	47,721	99.0
TIME AND ONE-HALF INCREASED TO DOUBLE TIME AFTER 6 HOURS	1	2.4	500	1.0
TOTAL	41	100.0	48,221	100.0

TABLE 36 OVERTIME RATE ON SEVENTH DAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	40	97.6	47,721	99.0
DOUBLE TIME	1	2.4	500	1.0
TOTAL	41	100.0	48,221	100.0

TABLE 37 PAYMENT FOR OR SUPPLY OF MEALS

AMOUNT OF PAYMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	24.4	3,729	7.7
AMOUNT NOT SPECIFIED, PAID AFTER 2 HOURS OF OVERTIME	1	2.4	500	1.0
MEALS FURNISHED BY EMPLOYER AFTER				
2 HOURS OF OVERTIME	22	53.7	30,889	64.1
2-1/2 HOURS OF OVERTIME	2	4.9	2,000	4.1
4 HOURS OF OVERTIME	1	2.4	650	1.3
UNSPECIFIED HOURS	2	4.9	1,100	2.3
OTHER	3	7.3	9,353	19.4
TOTAL	41	100.0	48,221	100.0

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* For explanation see number 6 in the Definitions at page viii.

TABLE 38 RIGHT TO REFUSE OVERTIME

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	32	78.0	41,893	86.9
PROVISION EXISTS	9	22.0	6,328	13.1
TOTAL	41	100.0	48,221	100.0

TABLE 39 PREMIUM PAY FOR WORK ON SCHEDULED SATURDAY

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	40	97.6	48,096	99.7
TIME RATE PAYMENT				
DOUBLE TIME	1	2.4	125	.3
TOTAL	41	100.0	48,221	100.0

TABLE 40 PREMIUM PAY FOR WORK ON SCHEDULED SUNDAY

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	37	90.2	46,766	97.0
TIME RATE PAYMENT				
DOUBLE TIME	4	9.8	1,455	3.0
TOTAL	41	100.0	48,221	100.0

TABLE 41 SECOND SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	17.1	3,122	6.5
CENTS PER HOUR				
35.0 CENTS	1	2.4	387	.8
200.0 CENTS	1	2.4	276	.6
345.0 CENTS	1	2.4	220	.5
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	2.4	1,000	2.1
PER CENT OF WAGES				
12.5 PER CENT	1	2.4	300	.6
15.0 PER CENT	20	48.8	34,043	70.6
20.0 PER CENT	1	2.4	400	.8
25.0 PER CENT	1	2.4	125	.3
TIME DIFFERENTIAL AND CENTS PER HOUR	2	4.9	760	1.6
NOT SPECIFIED	2	4.9	1,700	3.5
OTHER	3	7.3	5,888	12.2
TOTAL	41	100.0	48,221	100.0

TABLE 42 THIRD SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	17.1	3,122	6.5
CENTS PER HOUR				
50.0 CENTS	1	2.4	387	.8
200.0 CENTS	1	2.4	276	.6
345.0 CENTS	1	2.4	220	.5
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	2.4	1,000	2.1
PER CENT OF WAGES				
12.5 PER CENT	1	2.4	300	.6
15.0 PER CENT	8	19.5	5,264	10.9
20.0 PER CENT	13	31.7	29,179	60.5
25.0 PER CENT	1	2.4	125	.3
TIME DIFFERENTIAL AND CENTS PER HOUR	2	4.9	760	1.6
NOT SPECIFIED	1	2.4	1,600	3.3
OTHER	4	9.8	5,988	12.4
TOTAL	41	100.0	48,221	100.0

TABLE 43 SPLIT SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	40	97.6	45,613	94.6
PER CENT OF WAGES				
15.0 PER CENT	1	2.4	2,608	5.4
TOTAL	41	100.0	48,221	100.0

TABLE 44 PREMIUM PAY FOR DIRTY WORK

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	39	95.1	47,295	98.1
CENTS PER HOUR				
50 CENTS	1	2.4	276	.6
PER CENT OF WAGES				
10.0 PER CENT	1	2.4	650	1.3
TOTAL	41	100.0	48,221	100.0

TABLE 45 PREMIUM PAY FOR HAZARDOUS WORK

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	28	68.3	36,931	76.6
CENTS PER HOUR				
25 CENTS	2	4.9	4,500	9.3
50 CENTS	1	2.4	300	.6
60 CENTS	1	2.4	475	1.0
75 CENTS	2	4.9	621	1.3
PER CENT OF WAGES				
5.0 PER CENT	1	2.4	200	.4
10.0 PER CENT	1	2.4	2,608	5.4
NOT SPECIFIED	2	4.9	1,500	3.1
OTHER	3	7.3	1,086	2.3
TOTAL	41	100.0	48,221	100.0

TABLE 46 PREMIUM PAY FOR ABNORMAL WORKING CONDITIONS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	37	90.2	44,507	92.3
CENTS PER HOUR				
55 CENTS	1	2.4	276	.6
100 CENTS	2	4.9	830	1.7
TIME RATE PAYMENT				
DOUBLE TIME	1	2.4	2,608	5.4
TOTAL	41	100.0	48,221	100.0

TABLE 47 STAND-BY OR ON-CALL ADJUSTMENTS

PAY PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	38	92.7	47,293	98.1
PROVISION EXISTS	3	7.3	928	1.9
TOTAL	41	100.0	48,221	100.0

TABLE 48 REPORTING PAY GUARANTEES

MINIMUM GUARANTEE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
2.0 HOURS OF WORK OR PAY	12	29.3	16,405	34.0
3.0 HOURS OF WORK OR PAY	2	4.9	612	1.3
4.0 HOURS OF WORK OR PAY	5	12.2	1,862	3.9
GRADUATED PAYMENTS	21	51.2	29,122	60.4
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	2.4	220	.5
TOTAL	41	100.0	48,221	100.0

TABLE 49 CALL-BACK PAY GUARANTEE

MINIMUM GUARANTEE AND RATE OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	48.8	10,726	22.2
MINIMUM OF 1.0 HOURS AT DOUBLE TIME	1	2.4	2,608	5.4
MINIMUM OF 2.0 HOURS AT				
TIME AND ONE-HALF	2	4.9	625	1.3
DOUBLE TIME	5	12.2	20,594	42.7
MINIMUM OF 2.5 HOURS AT DOUBLE TIME	1	2.4	338	.7
MINIMUM OF 4.0 HOURS AT DOUBLE TIME	1	2.4	150	.3
MINIMUM OF 4.0 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	2	4.9	730	1.5
MINIMUM OF 2.0 HOURS AT APPLICABLE OVERTIME RATE	5	12.2	7,720	16.0
MINIMUM OF 3.0 HOURS AT APPLICABLE OVERTIME RATE	1	2.4	230	.5
OTHER	3	7.3	4,500	9.3
TOTAL	41	100.0	48,221	100.0

TABLE 50 WAGE OR EMPLOYMENT GUARANTEES

GUARANTEE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	39	95.1	45,791	95.0
WEEKLY GUARANTEE, LIMITED TO SPECIFIED NUMBER OF EMPL. OR OCCUPATIONAL GROUPS	2	4.9	2,430	5.0
TOTAL	41	100.0	48,221	100.0

TABLE 51 PAY ON TEMPORARY TRANSFERS TO LOWER-RATED JOBS

RATE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	36	87.8	40,791	84.6
EMPLOYEE RETAINS HIS RATE FOR DURATION OF TRANSFER	5	12.2	7,430	15.4
T O T A L	41	100.0	48,221	100.0

TABLE 52 PAY ON TEMPORARY TRANSFERS TO HIGHER-RATED JOBS

RATE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	33	80.5	32,463	67.3
EMPLOYEE PAID HIGHER RATE FOR DURATION OF TRANSFER	5	12.2	9,438	19.6
EMPLOYEE PAID HIGHER RATE ONLY AFTER A SPECIFIED PERIOD	3	7.3	6,320	13.1
T O T A L	41	100.0	48,221	100.0

TABLE 53 PAID REST OR RELIEF PERIODS

DAILY TIME ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	26.8	7,534	15.6
2 PERIODS, 10 MINUTES EACH	23	56.1	37,132	77.0
2 PERIODS, 15 MINUTES EACH	2	4.9	355	.7
2 PERIODS, DURATION NOT SPECIFIED	4	9.8	2,970	6.2
PERIODS AND DURATION NOT SPECIFIED	1	2.4	230	.5
T O T A L	41	100.0	48,221	100.0

TABLE 54 PAID CLEAN-UP OR CLOTHES CHANGING TIME

DAILY TIME ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	27	65.9	29,621	61.4
1 PERIOD 5 MINUTES EACH	5	12.2	8,854	18.4
1 PERIOD 15 MINUTES EACH	1	2.4	1,600	3.3
1 PERIOD DURATION VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	2.4	650	1.3
2 PERIODS, DURATION VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	2.4	276	.6
PERIODS AND DURATION NOT SPECIFIED	6	14.6	7,220	15.0
T O T A L	41	100.0	48,221	100.0

TABLE 55 NUMBER OF PAID HOLIDAYS

ANNUAL ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
10 FULL HOLIDAYS	39	95.1	44,121	91.5
11 FULL HOLIDAYS	2	4.9	4,100	8.5
TOTAL	41	100.0	48,221	100.0

TABLE 56 YEAR-END HOLIDAY PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	41	100.0	48,221	100.0
TOTAL	41	100.0	48,221	100.0

TABLE 57 SERVICE REQUIREMENTS FOR HOLIDAY PAY

PERIOD OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	40	97.6	46,621	96.7
10 CALENDAR DAYS	1	2.4	1,600	3.3
TOTAL	41	100.0	48,221	100.0

TABLE 58 WORK REQUIREMENTS FOR HOLIDAY PAY

WORK REQUIREMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	37	90.2	42,071	87.2
DAY BEFORE AND AFTER HOLIDAY	4	9.8	6,150	12.8
TOTAL	41	100.0	48,221	100.0

TABLE 59 LOSS OF HOLIDAY PAY - FAILURE TO REPORT FOR SCHEDULED WORK

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	41	100.0	48,221	100.0
TOTAL	41	100.0	48,221	100.0

TABLE 60 PAY FOR HOLIDAYS FALLING ON SATURDAY

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	29.3	10,836	22.5
FOLLOWING MONDAY OFF WITH PAY	28	68.3	35,785	74.2
PRECEDING FRIDAY OR FOLLOWING MONDAY OFF WITH PAY	1	2.4	1,600	3.3
TOTAL	41	100.0	48,221	100.0

TABLE 61 PAY FOR HOLIDAYS FALLING ON SUNDAY

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	14.6	8,146	16.9
FOLLOWING MONDAY OFF WITH PAY	32	78.0	37,715	78.2
PRECEDING FRIDAY OR FOLLOWING MONDAY OFF WITH PAY	1	2.4	1,600	3.3
ACCORDING TO GOVERNMENT REGULATIONS	2	4.9	760	1.6
TOTAL	41	100.0	48,221	100.0

TABLE 62 COMPENSATION FOR HOLIDAYS FALLING WITHIN VACATION PERIOD

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	39	95.1	43,971	91.2
EXTRA DAYS VACATION WITH PAY	2	4.9	4,250	8.8
TOTAL	41	100.0	48,221	100.0

TABLE 63 COMPENSATION FOR HOLIDAYS FALLING ON SCHEDULED DAYS OFF

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	37	90.2	40,876	84.8
EXTRA DAY OFF WITH PAY	4	9.8	7,345	15.2
TOTAL	41	100.0	48,221	100.0

TABLE 64 COMPENSATION FOR WORK ON PAID HOLIDAYS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	7.3	1,137	2.4
DOUBLE TIME PLUS HOLIDAY PAY	37	90.2	44,884	93.1
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	2.4	2,200	4.6
TOTAL	41	100.0	48,221	100.0

TABLE 65 LENGTH OF SERVICE FOR TWO WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	40	97.6	47,746	99.0
OTHER	1	2.4	475	1.0
TOTAL	41	100.0	48,221	100.0

TABLE 66 LENGTH OF SERVICE FOR THREE WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	36	87.8	42,779	88.7
1 YEAR	4	9.8	4,967	10.3
OTHER	1	2.4	475	1.0
TOTAL	41	100.0	48,221	100.0

TABLE 67 LENGTH OF SERVICE FOR FOUR WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	41	100.0	48,221	100.0
TOTAL	41	100.0	48,221	100.0

TABLE 68 LENGTH OF SERVICE FOR FIVE WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	41	100.0	48,221	100.0
TOTAL	41	100.0	48,221	100.0

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* For explanation see number 7 in the Definitions at page viii.

TABLE 69 LENGTH OF SERVICE FOR SIX WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	41	100.0	48,221	100.0
TOTAL	41	100.0	48,221	100.0

TABLE 70 MAXIMUM PAID VACATION *

MAXIMUM VACATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	36	87.8	42,779	88.7
THREE WEEKS	4	9.8	5,212	10.8
NOT SPECIFIED	1	2.4	230	.5
TOTAL	41	100.0	48,221	100.0

TABLE 71 PAY IN LIEU OF VACATIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	14.6	5,905	12.2
PROVISION EXISTS	35	85.4	42,316	87.8
TOTAL	41	100.0	48,221	100.0

TABLE 72 PAID SICK LEAVE (CASUAL ILLNESS) **

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	41	100.0	48,221	100.0
TOTAL	41	100.0	48,221	100.0

TABLE 73 SERVICE REQUIREMENTS FOR PAID SICK LEAVE **

PERIOD OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	41	100.0	48,221	100.0
TOTAL	41	100.0	48,221	100.0

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* For explanation see number 7 in the Definitions at page viii.

** For explanation see number 8 in the Definitions at page viii.

TABLE 74 AMOUNT OF PAID SICK LEAVE *

AMOUNT OF LEAVE PER YEAR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	41	100.0	48,221	100.0
TOTAL	41	100.0	48,221	100.0

TABLE 75 MAXIMUM ACCUMULATION OF UNUSED SICK LEAVE *

MAXIMUM ACCUMULATION ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	41	100.0	48,221	100.0
TOTAL	41	100.0	48,221	100.0

TABLE 76 PAYMENT OF UNUSED SICK LEAVE ON TERMINATION OF EMPLOYMENT *

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	41	100.0	48,221	100.0
TOTAL	41	100.0	48,221	100.0

TABLE 77 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID ON TERMINATION *

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	41	100.0	48,221	100.0
TOTAL	41	100.0	48,221	100.0

TABLE 78 PAYMENT FOR UNUSED SICK LEAVE ON RETIREMENT *

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	41	100.0	48,221	100.0
TOTAL	41	100.0	48,221	100.0

TABLE 79 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID ON RETIREMENT *

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	41	100.0	48,221	100.0
TOTAL	41	100.0	48,221	100.0

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* For explanation see number 8 in the Definitions at page viii.

TABLE 80 PAYMENT FOR UNUSED SICK LEAVE ON DEATH *

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	41	100.0	48,221	100.0
TOTAL	41	100.0	48,221	100.0

TABLE 81 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID FOR ON DEATH *

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	41	100.0	48,221	100.0
TOTAL	41	100.0	48,221	100.0

TABLE 82 INJURY PAY PROVISIONS **

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	32	78.0	29,550	61.3
PROVISION EXISTS	9	22.0	18,671	38.7
TOTAL	41	100.0	48,221	100.0

TABLE 83 WORKERS COMPENSATION PAY SUPPLEMENTS

AMOUNT OF SUPPLEMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	41	100.0	48,221	100.0
TOTAL	41	100.0	48,221	100.0

TABLE 84 MAXIMUM PERIOD OF WORKERS COMPENSATION PAY SUPPLEMENTS

MAXIMUM PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	41	100.0	48,221	100.0
TOTAL	41	100.0	48,221	100.0

TABLE 85 PAID JURY DUTY LEAVE

AMOUNT OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	40	97.6	47,991	99.5
OTHER	1	2.4	230	.5
TOTAL	41	100.0	48,221	100.0

* For explanation see number 8 in the Definitions at page viii.

** For explanation see number 9 in the Definitions at page viii.

TABLE 86 PAID BEREAVEMENT LEAVE

MAXIMUM NUMBER OF DAYS ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	39	95.1	47,359	98.2
IMMEDIATE FAMILY ONLY 1.0 DAY	2	4.9	862	1.8
TOTAL	41	100.0	48,221	100.0

TABLE 87 SERVICE REQUIREMENTS FOR MATERNITY LEAVE

SERVICE REQUIREMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	41	100.0	48,221	100.0
TOTAL	41	100.0	48,221	100.0

TABLE 88 LENGTH OF MATERNITY LEAVE

LENGTH OF LEAVE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	41	100.0	48,221	100.0
TOTAL	41	100.0	48,221	100.0

TABLE 89 SENIORITY STATUS DURING MATERNITY LEAVE

SENIORITY STATUS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	41	100.0	48,221	100.0
TOTAL	41	100.0	48,221	100.0

TABLE 90 MATERNITY LEAVE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	41	100.0	48,221	100.0
TOTAL	41	100.0	48,221	100.0

TABLE 91 LEAVE ABSENCE FOR FULL-TIME UNION DUTIES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	41	100.0	48,221	100.0
TOTAL	41	100.0	48,221	100.0

TABLE 92 LEAVE OF ABSENCE FOR UNION FUNCTIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	34	82.9	38,310	79.4
PROVISION EXISTS	7	17.1	9,911	20.6
TOTAL	41	100.0	48,221	100.0

TABLE 93 PAID LEAVE OF ABSENCE FOR PERSONAL REASONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	41	100.0	48,221	100.0
TOTAL	41	100.0	48,221	100.0

TABLE 94 LEAVE OF ABSENCE FOR EDUCATIONAL PURPOSES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	41	100.0	48,221	100.0
TOTAL	41	100.0	48,221	100.0

TABLE 95 GRIEVANCE AND ARBITRATION PAY PROVISIONS *

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	33	80.5	37,112	77.0
GRIEVANCE PAY ONLY	7	17.1	10,909	22.6
ARBITRATION PAY ONLY	1	2.4	200	.4
TOTAL	41	100.0	48,221	100.0

TABLE 96 NEGOTIATION PAY PROVISIONS **

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	41	100.0	48,221	100.0
TOTAL	41	100.0	48,221	100.0

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* For explanation see number 10 in the Definitions at page viii.

** For explanation see number 11 in the Definitions at page viii.

TABLE 97 DANGEROUS WORK

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	41	100.0	48,221	100.0
TOTAL	41	100.0	48,221	100.0

TABLE 98 LABOUR MANAGEMENT SAFETY COMMITTEES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	53.7	19,283	40.0
PROVISION EXISTS	19	46.3	28,938	60.0
TOTAL	41	100.0	48,221	100.0

TABLE 99 SAFETY COMMITTEE PAY PROVISIONS

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	37	90.2	43,438	90.1
PROVISION EXISTS	4	9.8	4,783	9.9
TOTAL	41	100.0	48,221	100.0

TABLE 100 LABOUR-MANAGEMENT COMMITTEE

COMMITTEE PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	41.5	18,046	37.4
PROVISION FOR COMMITTEE WITH ONLY GENERAL STATEMENT OF ITS PURPOSE	24	58.5	30,175	62.6
TOTAL	41	100.0	48,221	100.0

TABLE 101 ALLOWANCES FOR SAFETY SHOES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	38	92.7	45,645	94.7
SAFETY SHOES SUPPLIED AT NO COST TO EMPLOYEE	2	4.9	2,300	4.8
SAFETY SHOES SUPPLIED AT SOME COST TO EMPLOYEE	1	2.4	276	.6
TOTAL	41	100.0	48,221	100.0

TABLE 102 ALLOWANCES FOR SAFETY GLASSES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	31	75.6	32,957	68.3
SAFETY GLASSES SUPPLIED AT NO COST TO EMPLOYEE	10	24.4	15,264	31.7
TOTAL	41	100.0	48,221	100.0

TABLE 103 SUPPLY OF OR ALLOWANCES FOR WORK CLOTHING OR UNIFORMS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	32	78.0	35,950	74.6
SUPPLIED AT NO COST TO EMPLOYEES	7	17.1	11,508	23.9
SUPPLIED AT SOME COST TO EMPLOYEES	1	2.4	276	.6
EMPLOYER MAKES A MONETARY ALLOWANCE	1	2.4	487	1.0
TOTAL	41	100.0	48,221	100.0

TABLE 104 MAINTENANCE OF WORK CLOTHING

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	37	90.2	40,034	83.0
MAINTAINED AT NO COST TO EMPLOYEES	3	7.3	7,700	16.0
EMPLOYER MAKES MONETARY ALLOWANCE FOR MAINTENANCE OF WORK CLOTHING	1	2.4	487	1.0
TOTAL	41	100.0	48,221	100.0

TABLE 105 ALLOWANCE FOR TOOLS

ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	43.9	15,011	31.1
TOOLS SUPPLIED AT NO COST TO EMPLOYEE	8	19.5	6,076	12.6
TOOLS REPLACED AT NO COST TO EMPLOYEE	1	2.4	400	.8
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF TOOLS	1	2.4	1,000	2.1
INSURANCE PROVIDED FOR EMPLOYEES TOOLS	7	17.1	14,761	30.6
TOOLS SUPPLIED AT NO COST AND INSURANCE PROVIDED	3	7.3	3,053	6.3
TOOLS REPLACED AT NO COST AND INSURANCE PROVIDED	1	2.4	220	.5
MONETARY ALLOWANCE FOR PURCHASE OF TOOLS AND INSURANCE PROVIDED	1	2.4	5,500	11.4
OTHER	1	2.4	2,200	4.6
TOTAL	41	100.0	48,221	100.0

TABLE 106 MEAL, LODGING AND PER DIEM ALLOWANCES ON TRAVEL STATUS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	12.2	2,485	5.2
MEAL ALLOWANCE (OR MEALS SUPPLIED)	1	2.4	400	.8
PER DIEM ALLOWANCE FOR INCIDENTAL EXPENSES	1	2.4	600	1.2
MEAL AND LODGING ALLOWANCE, OR MEAL AND LODGING SUPPLIED	23	56.1	33,268	69.0
LODGING ALLOWANCE OR SUPPLIED PLUS PER DIEM ALLOWANCE	1	2.4	230	.5
MEAL AND LODGING ALLOWANCE OR SUPPLIED PLUS PER DIEM ALLOWANCE	10	24.4	11,238	23.3
TOTAL	41	100.0	48,221	100.0

TABLE 107 TRAVEL TIME PAY

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	9.8	1,485	3.1
PORTAL TO PORTAL PAY	1	2.4	600	1.2
PAY FOR TRAVEL TIME DIRECTLY RELATED TO THE JOB	34	82.9	45,506	94.4
PORTAL TO PORTAL PAY AND PAY FOR TRAVEL TIME DEIRECTLY RELATED TO THE JOB	2	4.9	630	1.3
TOTAL	41	100.0	48,221	100.0

TABLE 108 MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR

ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	39.0	18,418	38.2
CENTS PER KILOMETER				
15.0 CENTS	1	2.4	300	.6
17.0 CENTS	1	2.4	1,000	2.1
20.0 CENTS	5	12.2	2,148	4.5
22.0 CENTS	8	19.5	10,077	20.9
23.0 CENTS	1	2.4	1,600	3.3
24.0 CENTS	1	2.4	200	.4
25.0 CENTS	6	14.6	9,878	20.5
40.0 CENTS	1	2.4	600	1.2
OTHER	1	2.4	4,000	8.3
TOTAL	41	100.0	48,221	100.0

TABLE 109 APPRENTICESHIP TRAINING PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	53.7	23,394	48.5
PROVISION EXISTS	19	46.3	24,827	51.5
TOTAL	41	100.0	48,221	100.0

TABLE 110 APPRENTICESHIP RATIO

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	58.5	24,345	50.5
ONE TO ONE	4	9.8	3,708	7.7
ONE TO TWO	2	4.9	562	1.2
ONE TO FIVE	3	7.3	9,481	19.7
PROGRESSIVE RATIO	3	7.3	6,850	14.2
RATIO VARIES BY TRADE	2	4.9	575	1.2
OTHER	3	7.3	2,700	5.6
TOTAL	41	100.0	48,221	100.0

TABLE 111 ON-THE-JOB TRAINING PROVISIONS*

PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	34	82.9	36,293	75.3
TRAINING FOR BARGAINING UNIT EMPLOYEES	7	17.1	11,928	24.7
TOTAL	41	100.0	48,221	100.0

TABLE 112 SEVERANCE PAY & LAY-OFF BENEFIT PLANS (OTHER THAN SUB)**

PLAN	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	41	100.0	48,221	100.0
TOTAL	41	100.0	48,221	100.0

TABLE 113 SUPPLEMENTAL UNEMPLOYMENT BENEFIT (S.U.B.) PLANS

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	41	100.0	48,221	100.0
TOTAL	41	100.0	48,221	100.0

TABLE 114 RESTRICTIONS ON MOONLIGHTING

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	43.9	16,503	34.2
PROVISION EXISTS	23	56.1	31,718	65.8
TOTAL	41	100.0	48,221	100.0

* For explanation see number 12 in the Definitions at page viii.

** For explanation see number 13 in the Definitions at page viii.

TABLE 115 RESTRICTIONS ON WORK BY NON-BARGAINING UNIT EMPLOYEES

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	27	65.9	25,158	52.2
PROVISION EXISTS	14	34.1	23,063	47.8
TOTAL	41	100.0	48,221	100.0

TABLE 116 RESTRICTIONS ON CONTRACTING OUT

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	31.7	13,213	27.4
PROVISION EXISTS	28	68.3	35,008	72.6
TOTAL	41	100.0	48,221	100.0

TABLE 117 TECHNOLOGICAL CHANGE - ADVANCE NOTICE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	41	100.0	48,221	100.0
TOTAL	41	100.0	48,221	100.0

TABLE 118 TECHNOLOGICAL CHANGE - CONSULTATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	41	100.0	48,221	100.0
TOTAL	41	100.0	48,221	100.0

TABLE 119 TECHNOLOGICAL CHANGE - TRAINING BENEFITS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	41	100.0	48,221	100.0
TOTAL	41	100.0	48,221	100.0

TABLE 120 TECHNOLOGICAL CHANGE - ATTRITION ARRANGEMENTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	41	100.0	48,221	100.0
TOTAL	41	100.0	48,221	100.0

TABLE 121 **TECHNOLOGICAL CHANGE - INCOME PROTECTION**

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	41	100.0	48,221	100.0
TOTAL	41	100.0	48,221	100.0

TABLE 122 **TECHNOLOGICAL CHANGE - JOINT AUTOMATION COMMITTEE**

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	41	100.0	48,221	100.0
TOTAL	41	100.0	48,221	100.0

TABLE 123 **TECHNOLOGICAL CHANGE - RELOCATION ALLOWANCES**

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	41	100.0	48,221	100.0
TOTAL	41	100.0	48,221	100.0

TABLE 124 **TECHNOLOGICAL CHANGE - TRANSFER ARRANGEMENTS**

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	41	100.0	48,221	100.0
TOTAL	41	100.0	48,221	100.0

TABLE 125 **TECHNOLOGICAL CHANGE - ADVANCE NOTICE OF LAY-OFF**

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	41	100.0	48,221	100.0
TOTAL	41	100.0	48,221	100.0

TABLE 126 **TECHNOLOGICAL CHANGE - SEVERANCE PAY**

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	41	100.0	48,221	100.0
TOTAL	41	100.0	48,221	100.0

TABLE 127 TECHNOLOGICAL CHANGE - ARBITRATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	41	100.0	48,221	100.0
TOTAL	41	100.0	48,221	100.0

TABLE 128 ADVANCE NOTICE OF PLANT CLOSING OR RELOCATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	41	100.0	48,221	100.0
TOTAL	41	100.0	48,221	100.0

TABLE 129 JOB EVALUATION AND UNION PARTICIPATION IN CLASSIFICATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	36	87.8	40,791	84.6
FORMAL JOB EVALUATION PLAN	1	2.4	500	1.0
JOINT UNION-MANAGEMENT PARTICIPATION IN JOB CLASSIFICATION ON AD HOC BASIS	3	7.3	6,330	13.1
JOINT UNION-MANAGEMENT PARTICIPATION IN JOB CLASSIFICATION ON FORMAL BASIS	1	2.4	600	1.2
TOTAL	41	100.0	48,221	100.0

TABLE 130 GRIEVANCE OF JOB CLASSIFICATION OR RE-CLASSIFICATION

GRIEVANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	36	87.8	40,791	84.6
PROVISION EXISTS	5	12.2	7,430	15.4
TOTAL	41	100.0	48,221	100.0

TABLE 131 EQUAL PAY FOR WORK OF EQUAL VALUE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	41	100.0	48,221	100.0
TOTAL	41	100.0	48,221	100.0

TABLE 132 FREQUENCY OF COST-OF-LIVING ADJUSTMENTS

FREQUENCY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	41	100.0	48,221	100.0
TOTAL	41	100.0	48,221	100.0

TABLE 133 AMOUNT OF COST-OF-LIVING ADJUSTMENTS

AMOUNT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	41	100.0	48,221	100.0
TOTAL	41	100.0	48,221	100.0

TABLE 134 ATTENDANCE OR CONTINUOUS SERVICE BONUS

BONUS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	41	100.0	48,221	100.0
TOTAL	41	100.0	48,221	100.0

TABLE 135 EMPLOYER CONTRIBUTION TO BASIC MEDICAL & HOSPITAL PLANS

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	39	95.1	46,401	96.2
FLAT SUM PAYMENT	2	4.9	1,820	3.8
TOTAL	41	100.0	48,221	100.0

TABLE 136 SPECIALIZED INSURANCE BENEFITS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	41	100.0	48,221	100.0
TOTAL	41	100.0	48,221	100.0

TABLE 137 MAJOR MEDICAL OR COMPREHENSIVE BENEFIT PLANS *

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	41	100.0	48,221	100.0
TOTAL	41	100.0	48,221	100.0

* For explanation see number 14 in the Definitions at page viii.

TABLE 138 EMPLOYER CONTRIBUTIONS TO LIFE INSURANCE PLANS

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	40	97.6	47,991	99.5
FLAT SUM PAYMENT	1	2.4	230	.5
TOTAL	41	100.0	48,221	100.0

TABLE 139 AMOUNT OF BENEFITS PROVIDED IN LIFE INSURANCE PLANS

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	40	97.6	47,991	99.5
NOT SPECIFIED	1	2.4	230	.5
TOTAL	41	100.0	48,221	100.0

TABLE 140 EMPLOYER CONTRIBUTIONS TO A. D. & D. INSURANCE

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	41	100.0	48,221	100.0
TOTAL	41	100.0	48,221	100.0

TABLE 141 AMOUNT OF BENEFITS PROVIDED IN A. D. & D. INSURANCE

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	41	100.0	48,221	100.0
TOTAL	41	100.0	48,221	100.0

TABLE 142 EMPLOYER CONTRIB. TO WEEKLY SICKNESS & ACCIDENT INDEMNITY

AMOUNT OF PREMIUM CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	40	97.6	47,991	99.5
FLAT SUM PAYMENT	1	2.4	230	.5
TOTAL	41	100.0	48,221	100.0

TABLE 143 AMOUNT OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	40	97.6	47,991	99.5
NOT SPECIFIED	1	2.4	230	.5
TOTAL	41	100.0	48,221	100.0

TABLE 144 MAXIMUM DURATION OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

MAXIMUM DURATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	40	97.6	47,991	99.5
NOT SPECIFIED	1	2.4	230	.5
TOTAL	41	100.0	48,221	100.0

TABLE 145 LONG TERM DISABILITY BENEFIT PLANS

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	41	100.0	48,221	100.0
TOTAL	41	100.0	48,221	100.0

TABLE 146 EMPLOYER CONTRIBUTIONS TO NON-SPECIFIED EMPLOYEE BENEFITS

PERCENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	2.4	230	.5
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	2.4	338	.7
FLAT SUM PAYMENT	36	87.8	46,793	97.0
NOT SPECIFIED	3	7.3	860	1.8
TOTAL	41	100.0	48,221	100.0

TABLE 147 PENSION PLANS

FINANCING ARRANGEMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	2.4	650	1.3
NON-CONTRIBUTORY	4	9.8	14,317	29.7
CONTRIBUTORY	17	41.5	20,752	43.0
NOT SPECIFIED	19	46.3	12,502	25.9
TOTAL	41	100.0	48,221	100.0

SECTION V

TRANSPORTATION, COMMUNICATION & UTILITIES

(Includes all transportation systems, including urban transit, all electric, power, gas, water and telephone systems, as well as miscellaneous systems such as waste disposal, storage and warehousing systems.)

TABLE 1 EXPIRY DATES OF SELECTED AGREEMENTS

YEAR AND MONTH OF EXPIRATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
1983	16	61.5	16,869	84.6
JUNE	1	3.8	148	.7
DECEMBER	15	57.7	16,721	83.8
1984	7	26.9	2,396	12.0
JANUARY	1	3.8	1,586	8.0
FEBRUARY	1	3.3	105	.5
MARCH	1	3.8	139	.7
JUNE	1	3.8	146	.7
OCTOBER	1	3.8	125	.6
NOVEMBER	1	3.8	100	.5
DECEMBER	1	3.8	195	1.0
1985	2	7.7	256	1.3
JUNE	1	3.8	145	.7
JULY	1	3.8	111	.6
1986 AND LATER	1	3.8	421	2.1
JUNE	1	3.8	421	2.1
TOTAL	26	100.0	19,942	100.0

TABLE 2 DISTRIBUTION BY ECONOMIC REGION AND CENSUS DIVISION *

ECONOMIC REGION AND CENSUS DIVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
LETHBRIDGE	1	3.8	105	.5
CENSUS DIVISION NO. 2	1	3.8	105	.5
CALGARY / DRUMHELLER	7	26.9	3,726	18.7
CENSUS DIVISION NO. 6	7	26.9	3,726	18.7
THE PARKS	1	3.8	100	.5
CENSUS DIVISION NO. 9	1	3.8	100	.5
EDMONTON / LLOYDMIN.	5	19.2	3,774	18.9
CENSUS DIVISION NO. 11	5	19.2	3,774	18.9
INTER-REGIONAL	5	19.2	1,594	8.0
PROVINCE WIDE	7	26.9	10,643	53.4
TOTAL	26	100.0	19,942	100.0

TABLE 3 DISTRIBUTION BY ECONOMIC REGION AND URBAN CENTRE **

ECONOMIC REGION AND URBAN CENTRE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
LETHBRIDGE	1	3.8	105	.5
LETHBRIDGE	1	3.8	105	.5
CALGARY / DRUMHELLER	7	26.9	3,726	18.7
CALGARY	7	26.9	3,726	18.7
THE PARKS	1	3.8	100	.5
REMAINDER	1	3.8	100	.5
EDMONTON / LLOYDMIN.	5	19.2	3,774	18.9
EDMONTON	4	15.4	3,413	17.1
REMAINDER	1	3.8	361	1.8
TWO OR MORE REGIONS	5	19.2	1,594	8.0
PROVINCE WIDE	7	26.9	10,643	53.4
TOTAL	26	100.0	19,942	100.0

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* For explanation see number 1 in the Definitions at page viii.

** For explanation see number 2 in the Definitions at page viii.

TABLE 4 UNIONS REPRESENTING EMPLOYEES COVERED BY AGREEMENTS

UNION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
AMALGAMATED TRANSIT	6	23.1	5,017	25.2
BOILERMAKERS	1	3.8	111	.6
ELECTRICAL WORKERS	6	23.1	9,627	48.3
EMPLOYEES ASSOCIATION	5	19.2	3,799	19.1
ENERGY & CHEMICAL WORKERS	1	3.8	127	.6
MISCELLANEOUS EMPLOYEES	1	3.8	105	.5
RAILWAY WORKERS	2	7.7	270	1.4
TEAMSTERS	4	15.4	886	4.4
TOTAL	26	100.0	19,942	100.0

TABLE 5 DURATION

DURATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
ONE YEAR	5	19.2	5,202	26.1
BETWEEN ONE AND TWO YEARS	4	15.4	3,413	17.1
TWO YEARS	11	42.3	9,036	45.3
THREE YEARS	5	19.2	2,191	11.0
MORE THAN THREE YEARS	1	3.8	100	.5
TOTAL	26	100.0	19,942	100.0

TABLE 6 SIZE OF BARGAINING UNITS COVERED

SIZE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
100 - 199 EMPLOYEES	12	46.2	1,563	7.8
200 - 499 EMPLOYEES	4	15.4	1,612	8.1
500 - 999 EMPLOYEES	4	15.4	3,269	16.4
1,000 OR MORE EMPLOYEES	6	23.1	13,498	67.7
TOTAL	26	100.0	19,942	100.0

TABLE 7 TYPE OF BARGAINING UNIT COVERED*

TYPE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NON-OFFICE EMPLOYEES	16	61.5	10,225	51.3
OFFICE EMPLOYEES	1	3.8	3,156	15.8
PROFESSIONAL EMPLOYEES	1	3.8	139	.7
NON-OFFICE AND OFFICE EMPLOYEES	7	26.9	5,673	28.4
OFFICE AND PROFESSIONAL EMPLOYEES	1	3.8	749	3.8
TOTAL	26	100.0	19,942	100.0

TABLE 8 NON-DISCRIMINATION PROVISIONS

NON-DISCRIMINATION PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	11.5	1,611	8.1
UNION MEMBERSHIP	12	46.2	6,116	30.7
RACE, RELIGION, NATIONALITY, SEX	1	3.8	4,271	21.4
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP, SEX	6	23.1	7,171	36.0
RACE, RELIGION, NATIONALITY, SEX, MARITAL STATUS	1	3.8	361	1.8
RACE, RELIGION, NATIONALITY, SEX, AGE, UNION MEMBERSHIP, MARITAL STATUS	1	3.8	146	.7
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP, SEX, MARITAL STATUS	1	3.8	139	.7
DISCRIMINATION PROHIBITED BUT TYPES OF DISCRIMINATION NOT SPECIFIED	1	3.8	127	.6
TOTAL	26	100.0	19,942	100.0

TABLE 9 MANAGEMENTS RIGHTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	7.7	1,161	5.8
GENERAL STATEMENT OF MANAGEMENT RIGHTS	2	7.7	3,271	16.4
ENUMERATED LIST OF MANAGEMENT RIGHTS	6	23.1	1,855	9.3
GENERAL STATEMENT OF MANAGEMENT RIGHTS, WITH RESIDUAL RIGHTS CLAUSE	2	7.7	251	1.3
ENUMERATED LIST OF MANAGEMENT RIGHTS, WITH RESIDUAL RIGHTS CLAUSE	14	53.8	13,404	67.2
TOTAL	26	100.0	19,942	100.0

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* For explanation see number 3 in the Definitions at page viii.

TABLE 10 UNION MEMBERSHIP REQUIREMENTS *

MEMBERSHIP REQUIREMENTS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	38.5	7,643	38.3
CLOSED SHOP	1	3.8	111	.6
UNION SHOP	7	26.9	2,486	12.5
MODIFIED UNION SHOP	2	7.7	270	1.4
MAINTENANCE OF MEMBERSHIP	3	11.5	4,771	23.9
OTHER	3	11.5	4,661	23.4
TOTAL	26	100.0	19,942	100.0

TABLE 11 CHECK-OFF PAYMENTS

TYPE OF PAYMENT CHECK-OFF	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
DUES CHECK-OFF ONLY	11	42.3	7,684	38.5
DUES AND INITIATION FEES	7	26.9	8,089	40.6
DUES, INITIATION FEES AND ASSESSMENTS	4	15.4	2,148	10.8
DUES, INITIATION FEES AND FINES	1	3.8	1,400	7.0
DUES, ASSESSMENTS AND FINES	1	3.8	100	.5
DUES, INITIATION FEES, ASSESSMENTS AND FINES	2	7.7	521	2.6
TOTAL	26	100.0	19,942	100.0

TABLE 12 UNION DUES CHECK-OFF

CHECK-OFF PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
COMPULSORY FOR ALL EMPLOYEES COVERED BY THE AGREEMENT	17	65.4	11,289	56.6
COMPULSORY FOR EMPLOYEES HIRED AFTER A CERTAIN DATE	3	11.5	5,840	29.3
COMPULSORY FOR NEW EMPLOYEES	1	3.8	361	1.8
COMPULSORY FOR UNION MEMBERS AND NEW EMPLOYEES	2	7.7	830	4.2
VOLUNTARY FOR ALL EMPLOYEES COVERED BY THE AGREEMENT	1	3.8	1,400	7.0
UNION DUES CHECK-OFF BUT NOT SPECIFIED WHETHER COMPULSORY OR VOLUNTARY	2	7.7	222	1.1
TOTAL	26	100.0	19,942	100.0

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* For explanation see number 4 in the Definitions at page viii.

TABLE 13 PROBATIONARY PERIOD FOR NEWLY-HIRED EMPLOYEES

PROBATIONARY PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
30 CALENDAR DAYS	2	7.7	343	1.7
90 CALENDAR DAYS	1	3.8	122	.6
120 CALENDAR DAYS	2	7.7	1,569	7.9
180 CALENDAR DAYS	1	3.8	100	.5
60 WORKING DAYS	1	3.8	105	.5
3 MONTHS	5	19.2	2,091	10.5
4 MONTHS	1	3.8	450	2.3
6 MONTHS	8	30.8	12,985	65.1
VARIES BY OCCUPATION OR CLASSIFICATION	3	11.5	1,966	9.9
OTHER	2	7.7	211	1.1
TOTAL	26	100.0	19,942	100.0

TABLE 14 TYPE OF SENIORITY UNIT FOR LAYOFFS, PROMOTIONS, TRANSFERS

SENIORITY UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	3.8	127	.6
COMPANY	3	11.5	4,010	20.1
PLANT	3	11.5	668	3.3
DEPARTMENT	3	11.5	3,286	16.5
JOB OR OCCUPATIONAL CLASSIFICATION	1	3.8	111	.6
COMBINATION OF COMPANY AND PLANT	1	3.8	100	.5
COMBINATION OF PLANT AND DEPARTMENT	4	15.4	1,888	9.5
COMBINATION OF PLANT AND JOB OR OCCUPATIONAL CLASSIFICATION	1	3.8	361	1.8
COMBINATION OF DEPARTMENT AND JOB OR OCCUPATIONAL CLASSIFICATION	1	3.8	1,685	8.4
COMPANY, PLANT AND JOB OR OCCUPATIONAL CLASSIFICATION	1	3.8	139	.7
NOT SPECIFIED	7	26.9	7,567	37.9
TOTAL	26	100.0	19,942	100.0

TABLE 15 RETENTION OF SENIORITY OR RECALL RIGHTS DURING LAY-OFF

RETENTION PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	53.8	9,513	47.7
2 MONTHS	2	7.7	7,427	37.2
6 MONTHS	2	7.7	569	2.9
12 MONTHS	6	23.1	2,133	10.7
PERIOD RELATED TO LENGTH OF SERVICE, NO MAXIMUM	2	7.7	300	1.5
TOTAL	26	100.0	19,942	100.0

TABLE 16 ADVANCE NOTICE OF LAY-OFF

LENGTH OF NOTICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	73.1	14,206	71.2
7 CALENDAR DAYS	1	3.8	100	.5
10 CALENDAR DAYS	1	3.8	1,400	7.0
20 WORKING DAYS	2	7.7	830	4.2
4 WEEKS	1	3.8	139	.7
VARIES WITH LENGTH OF SERVICE	2	7.7	3,267	16.4
TOTAL	26	100.0	19,942	100.0

TABLE 17 PAY IN LIEU OF NOTICE OF LAY-OFF

AMOUNT OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	88.5	19,001	95.3
VARIES WITH LENGTH OF SERVICE	1	3.8	111	.6
NOT SPECIFIED	2	7.7	830	4.2
TOTAL	26	100.0	19,942	100.0

TABLE 18 ADVANCE NOTICE OF TERMINATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	61.5	6,543	32.8
PROVISION EXISTS FOR ADVANCE NOTICE ONLY	5	19.2	2,526	12.7
PROVISION EXISTS FOR ADVANCE NOTICE OR PAY IN LIEU OF NOTICE	5	19.2	10,873	54.5
TOTAL	26	100.0	19,942	100.0

TABLE 19 JOB POSTING

POSTING PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	15.4	816	4.1
48 HOURS	1	3.8	195	1.0
3 CALENDAR DAYS	2	7.7	239	1.2
5 CALENDAR DAYS	1	3.8	146	.7
7 CALENDAR DAYS	5	19.2	4,831	24.2
10 CALENDAR DAYS	1	3.8	361	1.8
2 WORKING DAYS	1	3.8	105	.5
3 WORKING DAYS	1	3.8	111	.6
6 WORKING DAYS	5	19.2	2,526	12.7
7 WORKING DAYS	1	3.8	1,685	8.4
NOT SPECIFIED	2	7.7	7,427	37.2
OTHER	2	7.7	1,500	7.5
TOTAL	26	100.0	19,942	100.0

TABLE 20 ROLE OF SENIORITY IN PROMOTIONS

SENIORITY IN PROMOTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	11.5	691	3.5
SOLE FACTOR	2	7.7	1,500	7.5
PRIMARY FACTOR	5	19.2	681	3.4
SECONDARY FACTOR	12	46.2	9,143	45.8
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	4	15.4	7,927	39.8
TOTAL	26	100.0	19,942	100.0

TABLE 21 ROLE OF SENIORITY IN TRANSFERS

SENIORITY IN TRANSFERS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	30.8	4,268	21.4
SOLE FACTOR	1	3.8	100	.5
PRIMARY FACTOR	4	15.4	2,110	10.6
SECONDARY FACTOR	8	30.8	5,426	27.2
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	5	19.2	8,038	40.3
TOTAL	26	100.0	19,942	100.0

TABLE 22 ROLE OF SENIORITY IN LAY-OFFS

SENIORITY IN LAY-OFFS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	23.1	2,665	13.4
SOLE FACTOR	8	30.8	6,254	31.4
PRIMARY FACTOR	9	34.6	2,196	11.0
SECONDARY FACTOR	1	3.8	1,400	7.0
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	2	7.7	7,427	37.2
TOTAL	26	100.0	19,942	100.0

TABLE 23 EMPLOYEE GRIEVANCE - INITIAL PRESENTATION

GRIEVANCE PRESENTED BY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
EMPLOYEE ONLY	6	23.1	9,035	45.3
EMPLOYEES WITH OR WITHOUT UNION REPRESENTATIVE	18	69.2	8,521	42.7
EMPLOYEE OR UNION REPRESENTATIVE	2	7.7	2,386	12.0
TOTAL	26	100.0	19,942	100.0

TABLE 24 SPECIAL GRIEVANCE PROCEDURE - DISCIPLINE & DISMISSAL CASES

SPECIAL PROCEDURE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	76.9	17,288	86.7
NUMBER OF STEPS IN THE GRIEVANCE PROCEDURE IS REDUCED	1	3.8	1,685	8.4
DURATION OF DELAYS BETWEEN STEPS IS REDUCED	3	11.5	764	3.8
NUMBER OF STEPS AND DURATION OF DELAYS BETWEEN STEPS IS REDUCED	2	7.7	205	1.0
TOTAL	26	100.0	19,942	100.0

TABLE 25 GRIEVANCE ARBITRATION - NUMBER OF ARBITRATORS

NUMBER OF ARBITRATORS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
SPECIFIC PROVISION FOR SINGLE ARBITRATOR	9	34.6	1,552	7.8
SPECIFIC PROVISION FOR PANEL/BOARD OF ARBITRATORS	12	46.2	13,505	67.7
PROVISION FOR SINGLE ARBITRATOR OR BOARD OF ARBITRATORS	5	19.2	4,885	24.5
TOTAL	26	100.0	19,942	100.0

TABLE 26 SCHEDULED WORK-WEEK (NUMBER OF DAYS)

DAYS PER WEEK	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	7.7	1,500	7.5
FIVE DAYS A WEEK	21	80.8	13,455	67.5
WORK DAYS VARY FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.8	1,685	8.4
WORK DAYS NOT SPECIFIED OR CANNOT BE DETERMINED	2	7.7	3,302	16.6
TOTAL	26	100.0	19,942	100.0

TABLE 27 STANDARD DAILY HOURS *

NUMBER OF HOURS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	7.7	1,500	7.5
7 HOURS	1	3.8	139	.7
7-1/2 HOURS	2	7.7	4,742	23.8
8 HOURS	14	53.8	8,998	45.1
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	7	26.9	4,563	22.9
TOTAL	26	100.0	19,942	100.0

* For explanation see number 5 in the Definitions at page viii.

TABLE 28 STANDARD OR AVERAGE WEEKLY HOURS

NUMBER OF HOURS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	7.7	1,500	7.5
35 HOURS	1	3.8	139	.7
37-1/2 HOURS	2	7.7	4,742	23.8
40 HOURS	13	50.0	8,852	44.4
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	7	26.9	4,563	22.9
NOT SPECIFIED	1	3.8	146	.7
TOTAL	26	100.0	19,942	100.0

TABLE 29 PAID MEAL PERIOD PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	76.9	15,989	80.2
MEAL PERIOD PAID ON 3RD SHIFT ONLY	1	3.8	111	.6
MEAL PERIOD PAID ON OVERTIME WORK	3	11.5	1,456	7.3
2ND AND 3RD SHIFT AND OVERTIME	1	3.8	800	4.0
OTHER	1	3.8	1,586	8.0
TOTAL	26	100.0	19,942	100.0

TABLE 30 COMPRESSED WORK WEEK AND FLEXTIME

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	73.1	7,780	39.0
PROVISION FOR FLEX-TIME	1	3.8	820	4.1
PROVISION FOR COMPRESSED WORK-WEEK	4	15.4	5,386	27.0
PROVISION FOR BOTH FLEX-TIME AND COMPRESSED WORK-WEEK	1	3.8	4,271	21.4
OTHER	1	3.8	1,685	8.4
TOTAL	26	100.0	19,942	100.0

TABLE 31 OVERTIME RATE AFTER SCHEDULED DAILY HOURS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
TIME AND ONE-HALF	7	26.9	2,144	10.8
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 2 HOURS	1	3.8	195	1.0
DOUBLE TIME AFTER 4 HOURS	1	3.8	125	.6
INCREASED RATE VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.8	421	2.1
DOUBLE TIME	7	26.9	2,759	13.8
1.00 TIME OFF OR PAY @ 1.50 INCREASED TO 2.00 TIME/PAY AFTER 5 HOURS	1	3.8	139	.7
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	1	3.8	361	1.8
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	2	7.7	3,271	16.4
OTHER	5	19.2	10,527	52.8
TOTAL	26	100.0	19,942	100.0

TABLE 32 OVERTIME RATE AFTER SCHEDULED WEEKLY HOURS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	42.3	7,934	39.8
TIME AND ONE-HALF	6	23.1	1,044	5.2
DOUBLE TIME	7	26.9	3,537	17.7
OTHER	2	7.7	7,427	37.2
TOTAL	26	100.0	19,942	100.0

TABLE 33 OVERTIME RATE FOR SATURDAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	88.5	19,272	96.6
DOUBLE TIME	2	7.7	249	1.2
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.8	421	2.1
TOTAL	26	100.0	19,942	100.0

TABLE 34 OVERTIME RATE FOR SUNDAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	88.5	19,272	96.6
DOUBLE TIME	2	7.7	249	1.2
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.8	421	2.1
TOTAL	26	100.0	19,942	100.0

TABLE 35 OVERTIME RATE ON SIXTH DAY (NOT SCHEDULED) *

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	46.2	4,648	23.3
TIME AND ONE-HALF	3	11.5	373	1.9
DOUBLE TIME	4	15.4	6,198	31.1
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	1	3.8	361	1.8
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	2	7.7	2,106	10.6
OTHER	4	15.4	6,256	31.4
TOTAL	26	100.0	19,942	100.0

TABLE 36 OVERTIME RATE ON SEVENTH DAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	46.2	4,648	23.3
TIME AND ONE-HALF	3	11.5	373	1.9
DOUBLE TIME	4	15.4	6,198	31.1
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	1	3.8	361	1.8
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	2	7.7	2,106	10.6
OTHER	4	15.4	6,256	31.4
TOTAL	26	100.0	19,942	100.0

* For explanation see number 6 in the Definitions at page viii.

TABLE 37 PAYMENT FOR OR SUPPLY OF MEALS

AMOUNT OF PAYMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	76.9	11,709	58.7
$ 6.50 PER MEAL PAID AFTER 2 HOURS OF OVERTIME	2	7.7	7,427	37.2
$ 7.50 PER MEAL PAID AFTER 2 HOURS OF OVERTIME	1	3.8	139	.7
MEALS FURNISHED BY EMPLOYER AFTER 2 HOURS OF OVERTIME	2	7.7	472	2.4
OTHER	1	3.8	195	1.0
TOTAL	26	100.0	19,942	100.0

TABLE 38 RIGHT TO REFUSE OVERTIME

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	69.2	10,411	52.2
PROVISION EXISTS	8	30.8	9,531	47.8
TOTAL	26	100.0	19,942	100.0

TABLE 39 PREMIUM PAY FOR WORK ON SCHEDULED SATURDAY

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	92.3	19,456	97.6
CENTS PER HOUR 35.0 CENTS	1	3.8	125	.6
FLAT AMOUNT PER SHIFT VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.8	361	1.8
TOTAL	26	100.0	19,942	100.0

TABLE 40 PREMIUM PAY FOR WORK ON SCHEDULED SUNDAY

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	69.2	7,058	35.4
CENTS PER HOUR				
35.0 CENTS	1	3.8	125	.6
40.0 CENTS	1	3.8	800	4.0
FLAT AMOUNT PER SHIFT				
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.8	361	1.8
TIME RATE PAYMENT				
TIME AND ONE-QUARTER	1	3.8	1,586	8.0
TIME AND ONE-HALF	3	11.5	8,327	41.8
NOT SPECIFIED	1	3.8	1,685	8.4
TOTAL	26	100.0	19,942	100.0

TABLE 41 SECOND SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO FROVISION	7	26.9	3,607	18.1
CENTS PER HOUR				
25.0 CENTS	1	3.8	145	.7
35.0 CENTS	2	7.7	230	1.2
40.0 CENTS	3	11.5	3,385	17.0
50.0 CENTS	1	3.8	111	.6
52.0 CENTS	1	3.8	1,400	7.0
57.0 CENTS	4	15.4	2,399	12.0
60.0 CENTS	2	7.7	7,427	37.2
78.0 CENTS	1	3.8	361	1.8
100.0 CENTS	1	3.8	139	.7
150.0 CENTS	1	3.8	195	1.0
PER CENT OF WAGES				
15.0 PER CENT	1	3.8	122	.6
TIME DIFFERENTIAL				
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.8	421	2.1
TOTAL	26	100.0	19,942	100.0

TABLE 42 THIRD SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	23.1	2,021	10.1
CENTS PER HOUR				
35.0 CENTS	3	11.5	1,816	9.1
40.0 CENTS	3	11.5	3,385	17.0
50.0 CENTS	1	3.8	145	.7
52.0 CENTS	1	3.8	1,400	7.0
65.0 CENTS	2	7.7	7,427	37.2
73.0 CENTS	4	15.4	2,399	12.0
78.0 CENTS	1	3.8	361	1.8
100.0 CENTS	1	3.8	139	.7
150.0 CENTS	1	3.8	195	1.0
PER CENT OF WAGES				
15.0 PER CENT	1	3.8	122	.6
TIME DIFFERENTIAL				
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.8	421	2.1
TIME DIFFERENTIAL AND CENTS PER HOUR	1	3.8	111	.6
TOTAL	26	100.0	19,942	100.0

TABLE 43 SPLIT SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	88.5	13,515	67.8
FLAT AMOUNT PER SHIFT				
$ 2.00 PER SHIFT	1	3.8	3,156	15.8
NOT SPECIFIED	1	3.8	1,586	8.0
OTHER	1	3.8	1,685	8.4
TOTAL	26	100.0	19,942	100.0

TABLE 44 PREMIUM PAY FOR DIRTY WORK

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	100.0	19,942	100.0
TOTAL	26	100.0	19,942	100.0

TABLE 45 PREMIUM PAY FOR HAZARDOUS WORK

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	88.5	13,471	67.6
TIME RATE PAYMENT				
TIME AND ONE-HALF	1	3.8	1,400	7.0
DOUBLE TIME	1	3.8	800	4.0
DOUBLE TIME AND ONE-HALF	1	3.8	4,271	21.4
TOTAL	26	100.0	19,942	100.0

TABLE 46 PREMIUM PAY FOR ABNORMAL WORKING CONDITIONS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	84.6	16,873	84.6
CENTS PER HOUR				
63 CENTS	2	7.7	1,569	7.9
OTHER	2	7.7	1,500	7.5
TOTAL	26	100.0	19,942	100.0

TABLE 47 STAND-BY OR ON-CALL ADJUSTMENTS

PAY PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	76.9	15,585	78.2
PROVISION EXISTS	6	23.1	4,357	21.8
TOTAL	26	100.0	19,942	100.0

TABLE 48 REPORTING PAY GUARANTEES

MINIMUM GUARANTEE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	65.4	15,754	79.0
2.0 HOURS OF WORK OR PAY	2	7.7	1,686	8.5
3.0 HOURS OF WORK OR PAY	1	3.8	127	.6
4.0 HOURS OF WORK OR PAY	1	3.8	111	.6
8.0 HOURS OF WORK OR PAY	1	3.8	148	.7
GRADUATED PAYMENTS	2	7.7	616	3.1
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.8	1,400	7.0
OTHER	1	3.8	100	.5
TOTAL	26	100.0	19,942	100.0

TABLE 49 CALL-BACK PAY GUARANTEE

MINIMUM GUARANTEE AND RATE OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	15.4	473	2.4
MINIMUM OF 2.0 HOURS AT DOUBLE TIME	6	23.1	7,722	38.7
MINIMUM OF 4.0 HOURS AT				
STRAIGHT TIME	1	3.8	148	.7
TIME AND ONE-HALF	1	3.8	125	.6
DOUBLE TIME	1	3.8	111	.6
MINIMUM OF 2.0 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	3	11.5	5,101	25.6
MINIMUM OF 2.0 HOURS AT APPLICABLE OVERTIME RATE	3	11.5	3,735	18.7
MINIMUM OF 4.0 HOURS AT APPLICABLE OVERTIME RATE	3	11.5	479	2.4
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	3	11.5	1,948	9.8
OTHER	1	3.8	100	.5
TOTAL	26	100.0	19,942	100.0

TABLE 50 WAGE OR EMPLOYMENT GUARANTEES

GUARANTEE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	92.3	16,671	83.6
BIWEEKLY GUARANTEE, LIMITED TO SPECIFIED NUMBER OF EMPL. OR OCCUPATIONAL GROUPS	1	3.8	1,586	8.0
GUARANTEED WORK OR PAY VARIES BY OCCUPATIONAL GROUP	1	3.8	1,685	8.4
TOTAL	26	100.0	19,942	100.0

TABLE 51 PAY ON TEMPORARY TRANSFERS TO LOWER-RATED JOBS

RATE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	38.5	12,252	61.4
EMPLOYEE RETAINS HIS RATE FOR DURATION OF TRANSFER	15	57.7	7,329	36.8
OTHER	1	3.8	361	1.8
TOTAL	26	100.0	19,942	100.0

TABLE 52 PAY ON TEMPORARY TRANSFERS TO HIGHER-RATED JOBS

RATE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	23.1	5,212	26.1
EMPLOYEE PAID HIGHER RATE FOR DURATION OF TRANSFER	4	15.4	4,841	24.3
EMPLOYEE PAID HIGHER RATE ONLY AFTER A SPECIFIED PERIOD	15	57.7	9,528	47.8
OTHER	1	3.8	361	1.8
TOTAL	26	100.0	19,942	100.0

TABLE 53 PAID REST OR RELIEF PERIODS

DAILY TIME ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	69.2	17,330	86.9
2 PERIODS, 10 MINUTES EACH	4	15.4	486	2.4
2 PERIODS, 15 MINUTES EACH	3	11.5	441	2.2
OTHER	1	3.8	1,685	8.4
TOTAL	26	100.0	19,942	100.0

TABLE 54 PAID CLEAN-UP OR CLOTHES CHANGING TIME

DAILY TIME ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	96.2	19,831	99.4
1 PERIOD DURATION VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.8	111	.6
TOTAL	26	100.0	19,942	100.0

TABLE 55 NUMBER OF PAID HOLIDAYS

ANNUAL ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
10 FULL HOLIDAYS	9	34.6	3,002	15.1
11 FULL HOLIDAYS	13	50.0	12,158	61.0
11 FULL HOLIDAYS PLUS 1 HALF HOLIDAY	1	3.8	1,685	8.4
11 FULL HOLIDAYS PLUS 2 HALF HOLIDAYS	1	3.8	111	.6
12 FULL HOLIDAYS	1	3.8	1,400	7.0
PROVISION FOR PAID HOLIDAYS BUT NUMBER NOT SPECIFIED	1	3.8	1,586	8.0
TOTAL	26	100.0	19,942	100.0

TABLE 56 YEAR-END HOLIDAY PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	100.0	19,942	100.0
TOTAL	26	100.0	19,942	100.0

TABLE 57 SERVICE REQUIREMENTS FOR HOLIDAY PAY

PERIOD OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	46.2	14,346	71.9
30 CALENDAR DAYS	8	30.8	2,925	14.7
30 WORKING DAYS	5	19.2	2,526	12.7
OTHER	1	3.8	145	.7
TOTAL	26	100.0	19,942	100.0

TABLE 58 WORK REQUIREMENTS FOR HOLIDAY PAY

WORK REQUIREMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	42.3	4,538	22.8
DAY BEFORE AND AFTER HOLIDAY	15	57.7	15,404	77.2
TOTAL	26	100.0	19,942	100.0

TABLE 59 LOSS OF HOLIDAY PAY - FAILURE TO REPORT FOR SCHEDULED WORK

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	80.8	14,241	71.4
PROVISION EXISTS	5	19.2	5,701	28.6
TOTAL	26	100.0	19,942	100.0

TABLE 60 PAY FOR HOLIDAYS FALLING ON SATURDAY

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	53.8	7,853	39.4
PRECEDING FRIDAY OFF WITH PAY	1	3.8	111	.6
PRECEDING FRIDAY OR FOLLOWING MONDAY OFF WITH PAY	10	38.5	11,853	59.4
ACCORDING TO GOVERNMENT REGULATIONS	1	3.8	125	.6
TOTAL	26	100.0	19,942	100.0

TABLE 61 PAY FOR HOLIDAYS FALLING ON SUNDAY

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	50.0	7,748	38.9
FOLLOWING MONDAY OFF WITH PAY	2	7.7	216	1.1
PRECEDING FRIDAY OR FOLLOWING MONDAY OFF WITH PAY	10	38.5	11,853	59.4
ACCORDING TO GOVERNMENT REGULATIONS	1	3.8	125	.6
TOTAL	26	100.0	19,942	100.0

TABLE 62 COMPENSATION FOR HOLIDAYS FALLING WITHIN VACATION PERIOD

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	38.5	3,033	15.2
EXTRA DAYS VACATION WITH PAY	10	38.5	10,433	52.3
EXTRA DAYS VACATION WITH PAY OR EXTRA DAYS PAY	6	23.1	6,476	32.5
TOTAL	26	100.0	19,942	100.0

TABLE 63 COMPENSATION FOR HOLIDAYS FALLING ON SCHEDULED DAYS OFF

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	42.3	5,820	29.2
EXTRA DAY OFF WITH PAY	7	26.9	5,889	29.5
EXTRA DAYS PAY	3	11.5	370	1.9
EXTRA DAY OFF OR EXTRA DAYS PAY	5	19.2	7,863	39.4
TOTAL	26	100.0	19,942	100.0

TABLE 64 COMPENSATION FOR WORK ON PAID HOLIDAYS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	7.7	211	1.1
TIME AND ONE-HALF PLUS HOLIDAY PAY	4	15.4	517	2.6
DOUBLE TIME PLUS HOLIDAY PAY	12	46.2	12,462	62.5
DOUBLE TIME PLUS HOLIDAY PAY OR ANOTHER DAY OFF WITH PAY	1	3.8	1,586	8.0
VARIES WITH NUMBER OF HOURS WORKED OR FOR DIFFERENT HOLIDAYS	1	3.8	1,400	7.0
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	2	7.7	521	2.6
NOT SPECIFIED	1	3.8	145	.7
OTHER	3	11.5	3,100	15.5
TOTAL	26	100.0	19,942	100.0

TABLE 65 LENGTH OF SERVICE FOR TWO WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	3.8	125	.6
SIX MONTHS BUT LESS THAN ONE YEAR	7	26.9	11,213	56.2
1 YEAR	18	69.2	8,604	43.1
TOTAL	26	100.0	19,942	100.0

TABLE 66 LENGTH OF SERVICE FOR THREE WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
1 YEAR	6	23.1	10,852	54.4
2 YEARS	8	30.8	5,668	28.4
3 YEARS	9	34.6	3,070	15.4
4 YEARS	2	7.7	247	1.2
5 YEARS	1	3.8	105	.5
TOTAL	26	100.0	19,942	100.0

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* For explanation see number 7 in the Definitions at page viii.

TABLE 67 LENGTH OF SERVICE FOR FOUR WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
6 YEARS	1	3.8	139	.7
8 YEARS	6	23.1	2,965	14.9
9 YEARS	11	42.3	14,414	72.3
10 YEARS	4	15.4	719	3.6
13 YEARS	3	11.5	1,600	8.0
15 YEARS	1	3.8	105	.5
TOTAL	26	100.0	19,942	100.0

TABLE 68 LENGTH OF SERVICE FOR FIVE WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	7.7	233	1.2
15 YEARS	4	15.4	627	3.1
16 YEARS	2	7.7	3,577	17.9
17 YEARS	4	15.4	2,399	12.0
18 YEARS	3	11.5	6,032	30.2
19 YEARS	5	19.2	5,117	25.7
20 YEARS	2	7.7	252	1.3
23 YEARS	3	11.5	1,600	8.0
25 YEARS	1	3.8	105	.5
TOTAL	26	100.0	19,942	100.0

TABLE 69 LENGTH OF SERVICE FOR SIX WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	50.0	9,116	45.7
21 YEARS	1	3.8	195	1.0
25 YEARS	10	38.5	9,131	45.8
30 YEARS	2	7.7	1,500	7.5
TOTAL	26	100.0	19,942	100.0

* For explanation see number 7 in the Definitions at page viii.

TABLE 70 MAXIMUM PAID VACATION*

MAXIMUM VACATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FOUR WEEKS	2	7.7	233	1.2
FIVE WEEKS	11	42.3	8,883	44.5
SIX WEEKS	12	46.2	9,426	47.3
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.8	1,400	7.0
TOTAL	26	100.0	19,942	100.0

TABLE 71 PAY IN LIEU OF VACATIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	88.5	12,370	62.0
PROVISION EXISTS	3	11.5	7,572	38.0
TOTAL	26	100.0	19,942	100.0

TABLE 72 PAID SICK LEAVE (CASUAL ILLNESS) **

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	80.8	12,035	60.4
CASUAL ILLNESS LEAVE	3	11.5	3,497	17.5
COMBINATION CASUAL AND GENERAL ILLNESS LEAVE	2	7.7	4,410	22.1
TOTAL	26	100.0	19,942	100.0

TABLE 73 SERVICE REQUIREMENTS FOR PAID SICK LEAVE **

PERIOD OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	84.6	15,191	76.2
3 MONTHS	2	7.7	4,410	22.1
6 MONTHS	1	3.8	146	.7
12 MONTHS	1	3.8	195	1.0
TOTAL	26	100.0	19,942	100.0

* For explanation see number 7 in the Definitions at page viii.

** For explanation see number 8 in the Definitions at page viii.

TABLE 74 AMOUNT OF PAID SICK LEAVE *

AMOUNT OF LEAVE PER YEAR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	84.6	15,191	76.2
12 DAYS	3	11.5	480	2.4
VARIES WITH LENGTH OF SERVICE	1	3.8	4,271	21.4
TOTAL	26	100.0	19,942	100.0

TABLE 75 MAXIMUM ACCUMULATION OF UNUSED SICK LEAVE *

MAXIMUM ACCUMULATION ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	88.5	19,462	97.6
UNDER 60 DAYS	2	7.7	341	1.7
120 - 149 DAYS	1	3.8	139	.7
TOTAL	26	100.0	19,942	100.0

TABLE 76 PAYMENT OF UNUSED SICK LEAVE ON TERMINATION OF EMPLOYMENT *

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	100.0	19,942	100.0
TOTAL	26	100.0	19,942	100.0

TABLE 77 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID ON TERMINATION *

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	100.0	19,942	100.0
TOTAL	26	100.0	19,942	100.0

TABLE 78 PAYMENT FOR UNUSED SICK LEAVE ON RETIREMENT*

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	100.0	19,942	100.0
TOTAL	26	100.0	19,942	100.0

* For explanation see number 8 in the Definitions at page viii.

TABLE 79 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID ON RETIREMENT *

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	100.0	19,942	100.0
TOTAL	26	100.0	19,942	100.0

TABLE 80 PAYMENT FOR UNUSED SICK LEAVE ON DEATH *

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	100.0	19,942	100.0
TOTAL	26	100.0	19,942	100.0

TABLE 81 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID FOR ON DEATH *

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	100.0	19,942	100.0
TOTAL	26	100.0	19,942	100.0

TABLE 82 INJURY PAY PROVISIONS **

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	69.2	13,157	66.0
PROVISION EXISTS	8	30.8	6,785	34.0
TOTAL	26	100.0	19,942	100.0

TABLE 83 WORKERS COMPENSATION PAY SUPPLEMENTS

AMOUNT OF SUPPLEMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	76.9	9,090	45.6
FULL DIFFERENCE BETWEEN REGULAR PAY AND COMPENSATION PAY	4	15.4	7,557	37.9
FULL DIFFERENCE FOR A PERIOD OF TIME AND PART OF DIFFERENCE THEREAFTER	1	3.8	3,156	15.8
FULL DIFFERENCE BETWEEN REGULAR AND COMPENSATION PAY TAKEN FROM SICK LEAVE	1	3.8	139	.7
TOTAL	26	100.0	19,942	100.0

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* For explanation see number 8 in the Definitions at page viii.

** For explanation see number 9 in the Definitions at page viii.

TABLE 84

MAXIMUM PERIOD OF WORKERS COMPENSATION PAY SUPPLEMENTS

MAXIMUM PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	76.9	9,090	45.6
12 MONTHS	1	3.8	4,271	21.4
UNTIL TERMIN., RETIREMNT OR COMMENCEMNT	2	7.7	2,386	12.0
NOT SPECIFIED	3	11.5	4,195	21.0
TOTAL	26	100.0	19,942	100.0

TABLE 85

PAID JURY DUTY LEAVE

AMOUNT OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	34.6	4,600	23.1
DIFFERENCE BETWEEN REGULAR PAY AND JURY FEES	16	61.5	12,186	61.1
NOT SPECIFIED	1	3.8	3,156	15.8
TOTAL	26	100.0	19,942	100.0

TABLE 86

PAID BEREAVEMENT LEAVE

MAXIMUM NUMBER OF DAYS ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	15.4	2,809	14.1
IMMEDIATE FAMILY ONLY				
3.0 DAYS	9	34.6	4,154	20.8
4.0 DAYS	1	3.8	146	.7
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE OR OTHER RELATIVES	2	7.7	911	4.6
3.0 DAYS BASIC LEAVE WITH 1.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	1	3.8	145	.7
3.0 DAYS BASIC LEAVE WITH 2.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	6	23.1	6,797	34.1
4.0 DAYS BASIC LEAVE WITH ADDITIONAL DAYS IF TRAVEL INVOLVED, AT EMPLOYERS DISCRETION	1	3.8	1,685	8.4
OTHER	2	7.7	3,295	16.5
TOTAL	26	100.0	19,942	100.0

TABLE 87 SERVICE REQUIREMENTS FOR MATERNITY LEAVE

SERVICE REQUIREMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	46.2	3,333	16.7
3 MONTHS	3	11.5	3,286	16.5
6 MONTHS	4	15.4	9,251	46.4
12 MONTHS	7	26.9	4,072	20.4
TOTAL	26	100.0	19,942	100.0

TABLE 88 LENGTH OF MATERNITY LEAVE

LENGTH OF LEAVE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	53.8	6,519	32.7
18 WEEKS	6	23.1	3,926	19.7
20 WEEKS	2	7.7	3,295	16.5
22 WEEKS	1	3.8	4,271	21.4
24 WEEKS	1	3.8	1,685	8.4
52 WEEKS	1	3.8	100	.5
ACCORDING TO LEGISLATION	1	3.8	146	.7
TOTAL	26	100.0	19,942	100.0

TABLE 89 SENIORITY STATUS DURING MATERNITY LEAVE

SENIORITY STATUS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	53.8	4,613	23.1
SENIORITY RETAINED UP TO TIME MATERNITY LEAVE BEGINS	12	46.2	15,329	76.9
TOTAL	26	100.0	19,942	100.0

TABLE 90 MATERNITY LEAVE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	46.2	4,133	20.7
MATERNITY LEAVE PLAN EXISTS	14	53.8	15,809	79.3
TOTAL	26	100.0	19,942	100.0

TABLE 91 LEAVE ABSENCE FOR FULL-TIME UNION DUTIES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	69.2	13,010	65.2
PROVISION EXISTS	8	30.8	6,932	34.8
TOTAL	26	100.0	19,942	100.0

TABLE 92 LEAVE OF ABSENCE FOR UNION FUNCTIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	61.5	8,432	42.3
PROVISION EXISTS	10	38.5	11,510	57.7
TOTAL	26	100.0	19,942	100.0

TABLE 93 PAID LEAVE OF ABSENCE FOR PERSONAL REASONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	76.9	10,350	51.9
PATERNITY	2	7.7	1,831	9.2
MOVING	1	3.8	139	.7
FAMILY ILLNESS	1	3.8	4,271	21.4
PAID LEAVE OF ABSENCE FOR PERSONAL REASONS NOT SPECIFIED	2	7.7	3,351	16.8
TOTAL	26	100.0	19,942	100.0

TABLE 94 LEAVE OF ABSENCE FOR EDUCATIONAL PURPOSES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	88.5	18,011	90.3
LEAVE WITHOUT PAY	1	3.8	100	.5
LEAVE WITH FULL PAY	1	3.8	1,685	8.4
LEAVE FOR EDUCATIONAL PURPOSES PROVIDED, BUT NOT SPECIFIED WITH OR WITHOUT PAY	1	3.8	146	.7
TOTAL	26	100.0	19,942	100.0

TABLE 95 GRIEVANCE AND ARBITRATION PAY PROVISIONS *

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	65.4	8,494	42.6
GRIEVANCE PAY ONLY	9	34.6	11,448	57.4
TOTAL	26	100.0	19,942	100.0

TABLE 96 NEGOTIATION PAY PROVISIONS**

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	84.6	10,790	54.1
PROVISION EXISTS	4	15.4	9,152	45.9
TOTAL	26	100.0	19,942	100.0

TABLE 97 DANGEROUS WORK

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	100.0	19,942	100.0
TOTAL	26	100.0	19,942	100.0

TABLE 98 LABOUR MANAGEMENT SAFETY COMMITTEES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	76.9	13,353	67.0
PROVISION EXISTS	6	23.1	6,589	33.0
TOTAL	26	100.0	19,942	100.0

TABLE 99 SAFETY COMMITTEE PAY PROVISIONS

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	92.3	19,435	97.5
PROVISION EXISTS	2	7.7	507	2.5
TOTAL	26	100.0	19,942	100.0

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* For explanation see number 10 in the Definitions at page viii.

** For explanation see number 11 in the Definitions at page viii.

TABLE 100 LABOUR-MANAGEMENT COMMITTEE

COMMITTEE PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	61.5	8,614	43.2
PROVISION FOR COMMITTEE WITH ONLY GENERAL STATEMENT OF ITS PURPOSE	3	11.5	2,192	11.0
PROVISION FOR COMMITTEE BUT RESTRICTED TO DISCUSSING A SPECIFIC LIST OF ITEMS	7	26.9	9,136	45.8
TOTAL	26	100.0	19,942	100.0

TABLE 101 ALLOWANCES FOR SAFETY SHOES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	80.8	16,440	82.4
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF SAFETY SHOES	5	19.2	3,502	17.6
TOTAL	26	100.0	19,942	100.0

TABLE 102 ALLOWANCES FOR SAFETY GLASSES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	92.3	18,931	94.9
SAFETY GLASSES SUPPLIED AT NO COST TO EMPLOYEE	2	7.7	1,011	5.1
TOTAL	26	100.0	19,942	100.0

TABLE 103 SUPPLY OF OR ALLOWANCES FOR WORK CLOTHING OR UNIFORMS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	42.3	10,807	54.2
SUPPLIED AT NO COST TO EMPLOYEES	7	26.9	3,783	19.0
SUPPLIED AT SOME COST TO EMPLOYEES	4	15.4	1,705	8.5
EMPLOYER MAKES A MONETARY ALLOWANCE	3	11.5	2,061	10.3
INITIAL WORK CLOTHING SUPPLIED AT SOME COST, REPLACEMENTS AT NO COST	1	3.8	1,586	8.0
TOTAL	26	100.0	19,942	100.0

TABLE 104 MAINTENANCE OF WORK CLOTHING

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	84.6	17,936	89.9
MAINTAINED AT NO COST TO EMPLOYEES	3	11.5	1,906	9.6
MAINTAINED AT SOME COST TO EMPLOYEES	1	3.8	100	.5
TOTAL	26	100.0	19,942	100.0

TABLE 105 ALLOWANCE FOR TOOLS

ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	73.1	14,560	73.0
TOOLS SUPPLIED AT NO COST TO EMPLOYEE	1	3.8	111	.6
TOOLS REPLACED AT NO COST TO EMPLOYEE	2	7.7	1,700	8.5
INSURANCE PROVIDED FOR EMPLOYEES TOOLS	3	11.5	1,886	9.5
OTHER	1	3.8	1,685	8.4
TOTAL	26	100.0	19,942	100.0

TABLE 106 MEAL, LODGING AND PER DIEM ALLOWANCES ON TRAVEL STATUS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	30.8	4,008	20.1
MEAL ALLOWANCE (OR MEALS SUPPLIED)	1	3.8	100	.5
LODGING ALLOWANCE (OR LODGING SUPPLIED)	3	11.5	3,181	16.0
MEAL AND LODGING ALLOWANCE, OR MEAL AND LODGING SUPPLIED	6	23.1	2,862	14.4
LODGING ALLOWANCE OR SUPPLIED PLUS PER DIEM ALLOWANCE	1	3.8	421	2.1
MEAL AND LODGING ALLOWANCE OR SUPPLIED PLUS PER DIEM ALLOWANCE	7	26.9	9,370	47.0
TOTAL	26	100.0	19,942	100.0

TABLE 107 TRAVEL TIME PAY

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	38.5	3,988	20.0
PAY FOR TRAVEL TIME DIRECTLY RELATED TO THE JOB	14	53.8	13,908	69.7
PORTAL TO PORTAL PAY AND PAY FOR TRAVEL TIME DEIRECTLY RELATED TO THE JOB	1	3.8	361	1.8
OTHER	1	3.8	1,685	8.4
TOTAL	26	100.0	19,942	100.0

TABLE 108 MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR

ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	69.2	10,519	52.7
CENTS PER KILOMETER 16.9 CENTS	1	3.8	127	.6
VARIES WITH DISTANCE	5	19.2	6,862	34.4
OTHER	2	7.7	2,434	12.2
TOTAL	26	100.0	19,942	100.0

TABLE 109 APPRENTICESHIP TRAINING PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	69.2	10,033	50.3
PROVISION EXISTS	8	30.8	9,909	49.7
TOTAL	26	100.0	19,942	100.0

TABLE 110 APPRENTICESHIP RATIO

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	84.6	17,936	89.9
ONE TO TWO	1	3.8	900	4.5
ONE TO THREE	1	3.8	195	1.0
RATIO VARIES BY TRADE	1	3.8	111	.6
OTHER	1	3.8	800	4.0
TOTAL	26	100.0	19,942	100.0

TABLE 111 ON-THE-JOB TRAINING PROVISIONS*

PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	73.1	10,880	54.6
TRAINING FOR BARGAINING UNIT EMPLOYEES	7	26.9	9,062	45.4
TOTAL	26	100.0	19,942	100.0

TABLE 112 SEVERANCE PAY & LAY-OFF BENEFIT PLANS (OTHER THAN SUB)**

PLAN	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	92.3	18,118	90.9
SEVERANCE PAY PLAN	2	7.7	1,824	9.1
TOTAL	26	100.0	19,942	100.0

TABLE 113 SUPPLEMENTAL UNEMPLOYMENT BENEFIT (S.U.B.) PLANS

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	100.0	19,942	100.0
TOTAL	26	100.0	19,942	100.0

TABLE 114 RESTRICTIONS ON MOONLIGHTING

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	88.5	16,466	82.6
PROVISION EXISTS	3	11.5	3,476	17.4
TOTAL	26	100.0	19,942	100.0

TABLE 115 RESTRICTIONS ON WORK BY NON-BARGAINING UNIT EMPLOYEES

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	84.6	18,697	93.8
PROVISION EXISTS	4	15.4	1,245	6.2
TOTAL	26	100.0	19,942	100.0

* For explanation see number 12 in the Definitions at page viii.
** For explanation see number 13 in the Definitions at page viii.

TABLE 116 RESTRICTIONS ON CONTRACTING OUT

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	80.8	13,355	67.0
PROVISION EXISTS	5	19.2	6,587	33.0
TOTAL	26	100.0	19,942	100.0

TABLE 117 TECHNOLOGICAL CHANGE - ADVANCE NOTICE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	84.6	16,418	82.3
1 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	1	3.8	139	.7
NOT SPECIFIED	3	11.5	3,385	17.0
TOTAL	26	100.0	19,942	100.0

TABLE 118 TECHNOLOGICAL CHANGE - CONSULTATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	96.2	19,142	96.0
PROVISION EXISTS	1	3.8	800	4.0
TOTAL	26	100.0	19,942	100.0

TABLE 119 TECHNOLOGICAL CHANGE - TRAINING BENEFITS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	88.5	13,847	69.4
PROVISION EXISTS	3	11.5	6,095	30.6
TOTAL	26	100.0	19,942	100.0

TABLE 120 TECHNOLOGICAL CHANGE - ATTRITION ARRANGEMENTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	100.0	19,942	100.0
TOTAL	26	100.0	19,942	100.0

TABLE 121 TECHNOLOGICAL CHANGE - INCOME PROTECTION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	100.0	19,942	100.0
TOTAL	26	100.0	19,942	100.0

TABLE 122 TECHNOLOGICAL CHANGE - JOINT AUTOMATION COMMITTEE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	100.0	19,942	100.0
TOTAL	26	100.0	19,942	100.0

TABLE 123 TECHNOLOGICAL CHANGE - RELOCATION ALLOWANCES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	96.2	18,542	93.0
PROVISION EXISTS	1	3.8	1,400	7.0
TOTAL	26	100.0	19,942	100.0

TABLE 124 TECHNOLOGICAL CHANGE - TRANSFER ARRANGEMENTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	100.0	19,942	100.0
TOTAL	26	100.0	19,942	100.0

TABLE 125 TECHNOLOGICAL CHANGE - ADVANCE NOTICE OF LAY-OFF

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	96.2	19,042	95.5
PROVISION EXISTS	1	3.8	900	4.5
TOTAL	26	100.0	19,942	100.0

TABLE 126 TECHNOLOGICAL CHANGE - SEVERANCE PAY

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	92.3	13,986	70.1
PROVISION EXISTS	2	7.7	5,956	29.9
TOTAL	26	100.0	19,942	100.0

TABLE 127 TECHNOLOGICAL CHANGE - ARBITRATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	100.0	19,942	100.0
TOTAL	26	100.0	19,942	100.0

TABLE 128 ADVANCE NOTICE OF PLANT CLOSING OR RELOCATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	100.0	19,942	100.0
TOTAL	26	100.0	19,942	100.0

TABLE 129 JOB EVALUATION AND UNION PARTICIPATION IN CLASSIFICATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	65.4	12,310	61.7
FORMAL JOB EVALUATION PLAN	4	15.4	2,341	11.7
JOINT UNION-MANAGEMENT PARTICIPATION IN JOB CLASSIFICATION ON AD HOC BASIS	4	15.4	4,870	24.4
JOINT UNION-MANAGEMENT PARTICIPATION IN JOB CLASSIFICATION ON FORMAL BASIS	1	3.8	421	2.1
TOTAL	26	100.0	19,942	100.0

TABLE 130 GRIEVANCE OF JOB CLASSIFICATION OR RE-CLASSIFICATION

GRIEVANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	65.4	12,328	61.8
PROVISION EXISTS	9	34.6	7,614	38.2
TOTAL	26	100.0	19,942	100.0

TABLE 131 EQUAL PAY FOR WORK OF EQUAL VALUE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	100.0	19,942	100.0
TOTAL	26	100.0	19,942	100.0

TABLE 132 FREQUENCY OF COST-OF-LIVING ADJUSTMENTS

FREQUENCY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	80.8	18,072	90.6
AUTOMATIC QUARTERLY ADJUSTMENTS	3	11.5	1,600	8.0
AUTOMATIC ANNUAL ADJUSTMENTS	1	3.8	125	.6
ADJUSTMENTS TIED TO A SPECIFIC CHANGE IN THE CONSUMER PRICE INDEX	1	3.8	145	.7
TOTAL	26	100.0	19,942	100.0

TABLE 133 AMOUNT OF COST-OF-LIVING ADJUSTMENTS

AMOUNT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	80.8	18,072	90.6
1 CENTS PER HOUR ADJUSTMENT FOR .4 POINT CHANGE IN THE C.P.I.	2	7.7	1,500	7.5
CENTS PER HOUR ADJUSTMENTS CAN NOT BE EASILY TABULATED	1	3.8	100	.5
PERCENTAGE ADJUSTMENTS CAN NOT BE EASILY TABULATED	2	7.7	270	1.4
TOTAL	26	100.0	19,942	100.0

TABLE 134 ATTENDANCE OR CONTINUOUS SERVICE BONUS

BONUS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	80.8	9,098	45.6
CONTINUOUS SERVICE BONUS ONLY	5	19.2	10,844	54.4
TOTAL	26	100.0	19,942	100.0

TABLE 135 EMPLOYER CONTRIBUTION TO BASIC MEDICAL & HOSPITAL PLANS

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	42.3	6,079	30.5
50.0 PER CENT	4	15.4	1,984	9.9
70.0 PER CENT	1	3.8	361	1.8
75.0 PER CENT	4	15.4	7,770	39.0
100.0 PER CENT	5	19.2	2,162	10.8
NOT SPECIFIED	1	3.8	1,586	8.0
TOTAL	26	100.0	19,942	100.0

TABLE 136 SPECIALIZED INSURANCE BENEFITS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	38.5	9,171	46.0
DENTAL CARE PLAN ONLY	10	38.5	8,458	42.4
PRESCRIPTION DRUG PLAN AND DENTAL CARE PLAN	1	3.8	125	.6
DENTAL CARE PLAN AND VISION CARE PLAN	3	11.5	488	2.4
COMBINATION OF THREE PLANS	2	7.7	1,700	8.5
TOTAL	26	100.0	19,942	100.0

TABLE 137 MAJOR MEDICAL OR COMPREHENSIVE BENEFIT PLANS*

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	73.1	16,102	80.7
PROVISION EXISTS	7	26.9	3,840	19.3
TOTAL	26	100.0	19,942	100.0

* For explanation see number 14 in the Definitions at page viii.

TABLE 138 EMPLOYER CONTRIBUTIONS TO LIFE INSURANCE PLANS

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	38.5	4,935	24.7
50.0 PER CENT	5	19.2	6,216	31.2
75.0 PER CENT	4	15.4	1,889	9.5
100.0 PER CENT	3	11.5	350	1.8
FLAT SUM PAYMENT	1	3.8	3,156	15.8
NOT SPECIFIED	3	11.5	3,396	17.0
TOTAL	26	100.0	19,942	100.0

TABLE 139 AMOUNT OF BENEFITS PROVIDED IN LIFE INSURANCE PLANS

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	38.5	4,935	24.7
10,000 DOLLARS	1	3.8	100	.5
15,000 DOLLARS	3	11.5	382	1.9
17,000 DOLLARS	2	7.7	1,500	7.5
20,000 DOLLARS	1	3.8	195	1.0
25,000 DOLLARS	1	3.8	148	.7
27,500 DOLLARS	1	3.8	145	.7
VARIES WITH INCOME OR JOB CLASSIFICATION	1	3.8	1,685	8.4
VARIES BY SEX, MARITAL OR DEPENDENT STATUS	1	3.8	800	4.0
NOT SPECIFIED	5	19.2	10,052	50.4
TOTAL	26	100.0	19,942	100.0

TABLE 140 EMPLOYER CONTRIBUTIONS TO A. D. & D. INSURANCE

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	69.2	17,583	88.2
50.0 PER CENT	2	7.7	245	1.2
75.0 PER CENT	4	15.4	1,889	9.5
NOT SPECIFIED	2	7.7	225	1.1
TOTAL	26	100.0	19,942	100.0

TABLE 141

AMOUNT OF BENEFITS PROVIDED IN A. D. & D. INSURANCE

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	69.2	17,583	88.2
10,000 DOLLARS	1	3.8	100	.5
15,000 DOLLARS	2	7.7	271	1.4
17,000 DOLLARS	2	7.7	1,500	7.5
20,000 DOLLARS	1	3.8	195	1.0
27,500 DOLLARS	1	3.8	145	.7
50,000 DOLLARS	1	3.8	148	.7
TOTAL	26	100.0	19,942	100.0

TABLE 142

EMPLOYER CONTRIB. TO WEEKLY SICKNESS & ACCIDENT INDEMNITY

AMOUNT OF PREMIUM CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	38.5	4,998	25.1
50.0 PER CENT	2	7.7	245	1.2
75.0 PER CENT	7	26.9	5,175	26.0
100.0 PER CENT	1	3.8	111	.6
NOT SPECIFIED	6	23.1	9,413	47.2
TOTAL	26	100.0	19,942	100.0

TABLE 143

AMOUNT OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	38.5	4,998	25.1
$210.00 PER WEEK	1	3.8	125	.6
$260.00 PER WEEK	2	7.7	343	1.7
$270.00 PER WEEK	1	3.8	100	.5
EXPRESSED AS PERCENT OF WAGES	3	11.5	402	2.0
VARIES WITH INCOME OR JOB CLASSIFICATION	5	19.2	8,957	44.9
VARIES WITH SEX OR WITH SEX AND INCOME	2	7.7	4,556	22.8
NOT SPECIFIED	1	3.8	361	1.8
OTHER	1	3.8	100	.5
TOTAL	26	100.0	19,942	100.0

TABLE 144 MAXIMUM DURATION OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

MAXIMUM DURATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	38.5	4,998	25.1
12 WEEKS	1	3.8	1,400	7.0
16 WEEKS	1	3.8	145	.7
26 WEEKS	3	11.5	1,600	8.0
52 WEEKS	5	19.2	7,916	39.7
VARIES WITH LENGTH OF SERVICE	3	11.5	3,286	16.5
NOT SPECIFIED	2	7.7	486	2.4
OTHER	1	3.8	111	.6
TOTAL	26	100.0	19,942	100.0

TABLE 145 LONG TERM DISABILITY BENEFIT PLANS

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	73.1	15,364	77.0
PROVISION EXISTS	7	26.9	4,578	23.0
TOTAL	26	100.0	19,942	100.0

TABLE 146 EMPLOYER CONTRIBUTIONS TO NON-SPECIFIED EMPLOYEE BENEFITS

PERCENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	76.9	17,558	88.0
50.0 PER CENT	1	3.8	195	1.0
75.0 PER CENT	2	7.7	1,546	7.8
100.0 PER CENT	1	3.8	421	2.1
FLAT SUM PAYMENT	1	3.8	122	.6
NOT SPECIFIED	1	3.8	100	.5
TOTAL	26	100.0	19,942	100.0

TABLE 147 PENSION PLANS

FINANCING ARRANGEMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	61.5	13,073	65.6
CONTRIBUTORY	6	23.1	4,756	23.8
NOT SPECIFIED	4	15.4	2,113	10.6
TOTAL	26	100.0	19,942	100.0

SECTION VI

TRADE

(Includes all wholesale and retail outlets)

TABLE 1 EXPIRY DATES OF SELECTED AGREEMENTS

YEAR AND MONTH OF EXPIRATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
1983	2	10.5	269	2.4
MARCH	1	5.3	157	1.4
APRIL	1	5.3	112	1.0
1984	11	57.9	10,124	88.8
APRIL	2	10.5	725	6.4
MAY	1	5.3	2,400	21.0
JULY	1	5.3	3,265	28.6
AUGUST	2	10.5	747	6.6
SEPTEMBER	1	5.3	322	2.8
OCTOBER	2	10.5	1,709	15.0
NOVEMBER	1	5.3	620	5.4
DECEMBER	1	5.3	336	2.9
1985	6	31.6	1,009	8.8
FEBRUARY	2	10.5	415	3.6
MARCH	4	21.1	594	5.2
TOTAL	19	100.0	11,402	100.0

TABLE 2 DISTRIBUTION BY ECONOMIC REGION AND CENSUS DIVISION *

ECONOMIC REGION AND CENSUS DIVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
MEDICINE HAT	1	5.3	164	1.4
CENSUS DIVISION NO. 1	1	5.3	164	1.4
LETHBRIDGE	1	5.3	251	2.2
CENSUS DIVISION NO. 2	1	5.3	251	2.2
CALGARY / DRUMHELLER	4	21.1	4,349	38.1
CENSUS DIVISION NO. 6	4	21.1	4,349	38.1
EDMONTON / LLOYDMIN.	7	36.8	4,803	42.1
CENSUS DIVISION NO. 11	7	36.8	4,803	42.1
INTER-REGIONAL	5	26.3	1,220	10.7
PROVINCE WIDE	1	5.3	615	5.4
TOTAL	19	100.0	11,402	100.0

TABLE 3 DISTRIBUTION BY ECONOMIC REGION AND URBAN CENTRE**

ECONOMIC REGION AND URBAN CENTRE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
MEDICINE HAT	1	5.3	164	1.4
MEDICINE HAT	1	5.3	164	1.4
LETHBRIDGE	1	5.3	251	2.2
LETHBRIDGE	1	5.3	251	2.2
CALGARY / DRUMHELLER	4	21.1	4,349	38.1
CALGARY	4	21.1	4,349	38.1
EDMONTON / LLOYDMIN.	7	36.8	4,803	42.1
EDMONTON	7	36.8	4,803	42.1
TWO OR MORE REGIONS	5	26.3	1,220	10.7
PROVINCE WIDE	1	5.3	615	5.4
TOTAL	19	100.0	11,402	100.0

TABLE 4 UNIONS REPRESENTING EMPLOYEES COVERED BY AGREEMENTS

UNION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
EMPLOYEES ASSOCIATION	3	15.8	3,172	27.8
MACHINISTS	1	5.3	112	1.0
MISCELLANEOUS EMPLOYEES	1	5.3	240	2.1
RETAIL WHOLESALE UNION	2	10.5	232	2.0
TEAMSTERS	1	5.3	110	1.0
UNITED FOOD & COMM. WORKERS	11	57.9	7,536	66.1
TOTAL	19	100.0	11,402	100.0

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* For explanation see number 1 in the Definitions at page viii.

** For explanation see number 2 in the Definitions at page viii.

TABLE 5 DURATION

DURATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
ONE YEAR	3	15.8	884	7.8
BETWEEN ONE AND TWO YEARS	3	15.8	472	4.1
TWO YEARS	13	68.4	10,046	88.1
TOTAL	19	100.0	11,402	100.0

TABLE 6 SIZE OF BARGAINING UNITS COVERED

SIZE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
100 - 199 EMPLOYEES	8	42.1	1,023	9.0
200 - 499 EMPLOYEES	6	31.6	1,896	16.6
500 - 999 EMPLOYEES	2	10.5	1,235	10.8
1,000 OR MORE EMPLOYEES	3	15.8	7,248	63.6
TOTAL	19	100.0	11,402	100.0

TABLE 7 TYPE OF BARGAINING UNIT COVERED *

TYPE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NON-OFFICE EMPLOYEES	17	89.5	11,005	96.5
OFFICE EMPLOYEES	1	5.3	157	1.4
NON-OFFICE AND OFFICE EMPLOYEES	1	5.3	240	2.1
TOTAL	19	100.0	11,402	100.0

TABLE 8 NON-DISCRIMINATION PROVISIONS

NON-DISCRIMINATION PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	10.5	2,510	22.0
UNION MEMBERSHIP	11	57.9	5,864	51.4
RACE, RELIGION, UNION MEMBERSHIP, SEX, AGE	1	5.3	164	1.4
RACE, RELIGION, NATIONALITY, SEX	1	5.3	157	1.4
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP, SEX, AGE	4	21.1	2,707	23.7
TOTAL	19	100.0	11,402	100.0

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* For explanation see number 3 in the Definitions at page viii.

TABLE 9 MANAGEMENTS RIGHTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	15.8	389	3.4
ENUMERATED LIST OF MANAGEMENT RIGHTS	1	5.3	112	1.0
ENUMERATED LIST OF MANAGEMENT RIGHTS, WITH RESIDUAL RIGHTS CLAUSE	15	78.9	10,901	95.6
TOTAL	19	100.0	11,402	100.0

TABLE 10 UNION MEMBERSHIP REQUIREMENTS *

MEMBERSHIP REQUIREMENTS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
CLOSED SHOP	2	10.5	232	2.0
UNION SHOP	14	73.7	8,023	70.4
MODIFIED UNION SHOP	3	15.8	3,147	27.6
TOTAL	19	100.0	11,402	100.0

TABLE 11 CHECK-OFF PAYMENTS

TYPE OF PAYMENT CHECK-OFF	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
DUES CHECK-OFF ONLY	2	10.5	2,557	22.4
DUES AND INITIATION FEES	6	31.6	2,476	21.7
DUES AND ASSESSMENTS	2	10.5	232	2.0
DUES, INITIATION FEES AND ASSESSMENTS	8	42.1	6,027	52.9
DUES, INITIATION FEES, ASSESSMENTS AND FINES	1	5.3	110	1.0
TOTAL	19	100.0	11,402	100.0

TABLE 12 UNION DUES CHECK-OFF

CHECK-OFF PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
COMPULSORY FOR ALL EMPLOYEES COVERED BY THE AGREEMENT	9	47.4	7,715	67.7
COMPULSORY FOR NEW EMPLOYEES	7	36.8	2,840	24.9
VOLUNTARY FOR ALL EMPLOYEES COVERED BY THE AGREEMENT	1	5.3	119	1.0
UNION DUES CHECK-OFF BUT NOT SPECIFIED WHETHER COMPULSORY OR VOLUNTARY	2	10.5	728	6.4
TOTAL	19	100.0	11,402	100.0

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* For explanation see number 4 in the Definitions at page viii.

TABLE 13 PROBATIONARY PERIOD FOR NEWLY-HIRED EMPLOYEES

PROBATIONARY PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
30 CALENDAR DAYS	8	42.1	6,453	56.6
45 CALENDAR DAYS	2	10.5	446	3.9
90 CALENDAR DAYS	2	10.5	3,015	26.4
30 WORKING DAYS	1	5.3	489	4.3
60 WORKING DAYS	1	5.3	112	1.0
90 WORKING DAYS	2	10.5	232	2.0
3 MONTHS	3	15.8	655	5.7
TOTAL	19	100.0	11,402	100.0

TABLE 14 TYPE OF SENIORITY UNIT FOR LAYOFFS, PROMOTIONS, TRANSFERS

SENIORITY UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	10.5	777	6.8
COMPANY	3	15.8	402	3.5
PLANT	2	10.5	232	2.0
DEPARTMENT	4	21.1	3,377	29.6
COMBINATION OF COMPANY AND PLANT	1	5.3	322	2.8
COMBINATION OF COMPANY AND JOB OR OCCUPATIONAL CLASSIFICATION	1	5.3	258	2.3
COMBINATION OF DEPARTMENT AND JOB OR OCCUPATIONAL CLASSIFICATION	1	5.3	336	2.9
NOT SPECIFIED	5	26.3	5,698	50.0
TOTAL	19	100.0	11,402	100.0

TABLE 15 RETENTION OF SENIORITY OR RECALL RIGHTS DURING LAY-OFF

RETENTION PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	5.3	157	1.4
3 MONTHS	1	5.3	122	1.1
6 MONTHS	13	68.4	10,669	93.6
9 MONTHS	1	5.3	110	1.0
12 MONTHS	2	10.5	232	2.0
PERIOD RELATED TO LENGTH OF SERVICE, MAXIMUM	1	5.3	112	1.0
TOTAL	19	100.0	11,402	100.0

TABLE 16 ADVANCE NOTICE OF LAY-OFF

LENGTH OF NOTICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	47.4	7,851	68.9
5 CALENDAR DAYS	1	5.3	110	1.0
7 CALENDAR DAYS	1	5.3	489	4.3
3 WORKING DAYS	1	5.3	112	1.0
VARIES WITH LENGTH OF SERVICE	7	36.8	2,840	24.9
TOTAL	19	100.0	11,402	100.0

TABLE 17 PAY IN LIEU OF NOTICE OF LAY-OFF

AMOUNT OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	63.2	8,588	75.3
3 DAYS PAY	1	5.3	112	1.0
5 DAYS PAY	1	5.3	110	1.0
VARIES WITH LENGTH OF SERVICE	5	26.3	2,592	22.7
TOTAL	19	100.0	11,402	100.0

TABLE 18 ADVANCE NOTICE OF TERMINATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	31.6	1,309	11.5
PROVISION EXISTS FOR ADVANCE NOTICE OR PAY IN LIEU OF NOTICE	13	68.4	10,093	88.5
TOTAL	19	100.0	11,402	100.0

TABLE 19 JOB POSTING

POSTING PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	47.4	6,699	58.8
3 CALENDAR DAYS	2	10.5	362	3.2
7 CALENDAR DAYS	3	15.8	721	6.3
5 WORKING DAYS	2	10.5	951	8.3
1 WEEKS	1	5.3	157	1.4
NOT SPECIFIED	2	10.5	2,512	22.0
TOTAL	19	100.0	11,402	100.0

TABLE 20 ROLE OF SENIORITY IN PROMOTIONS

SENIORITY IN PROMOTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	42.1	5,116	44.9
PRIMARY FACTOR	3	15.8	847	7.4
SECONDARY FACTOR	5	26.3	3,255	28.5
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	3	15.8	2,184	19.2
TOTAL	19	100.0	11,402	100.0

TABLE 21 ROLE OF SENIORITY IN TRANSFERS

SENIORITY IN TRANSFERS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	36.8	1,920	16.8
PRIMARY FACTOR	2	10.5	232	2.0
SECONDARY FACTOR	1	5.3	2,400	21.0
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	9	47.4	6,850	60.1
TOTAL	19	100.0	11,402	100.0

TABLE 22 ROLE OF SENIORITY IN LAY-OFFS

SENIORITY IN LAY-OFFS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
SOLE FACTOR	3	15.8	847	7.4
PRIMARY FACTOR	11	57.9	9,536	83.6
SECONDARY FACTOR	5	26.3	1,019	8.9
TOTAL	19	100.0	11,402	100.0

TABLE 23 EMPLOYEE GRIEVANCE - INITIAL PRESENTATION

GRIEVANCE PRESENTED BY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	5.3	122	1.1
UNION REPRESENTATIVE ONLY	2	10.5	580	5.1
EMPLOYEES WITH OR WITHOUT UNION REPRESENTATIVE	11	57.9	6,183	54.2
UNION ONLY	1	5.3	119	1.0
EMPLOYEE OR UNION REPRESENTATIVE	2	10.5	1,834	16.1
GRIEVANCE COMMITTEE ONLY	1	5.3	2,400	21.0
CHOICE BETWEEN SEVERAL PROCEDURES	1	5.3	164	1.4
TOTAL	19	100.0	11,402	100.0

TABLE 24 SPECIAL GRIEVANCE PROCEDURE - DISCIPLINE & DISMISSAL CASES

SPECIAL PROCEDURE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	89.5	10,675	93.6
NUMBER OF STEPS IN THE GRIEVANCE PROCEDURE IS REDUCED	1	5.3	615	5.4
OTHER	1	5.3	112	1.0
TOTAL	19	100.0	11,402	100.0

TABLE 25 GRIEVANCE ARBITRATION - NUMBER OF ARBITRATORS

NUMBER OF ARBITRATORS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
SPECIFIC PROVISION FOR SINGLE ARBITRATOR	4	21.1	956	8.4
SPECIFIC PROVISION FOR PANEL/BOARD OF ARBITRATORS	8	42.1	5,043	44.2
PROVISION FOR SINGLE ARBITRATOR OR BOARD OF ARBITRATORS	7	36.8	5,403	47.4
TOTAL	19	100.0	11,402	100.0

TABLE 26 SCHEDULED WORK-WEEK (NUMBER OF DAYS)

DAYS PER WEEK	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	5.3	157	1.4
FIVE DAYS A WEEK	17	89.5	10,756	94.3
WORK DAYS VARY FOR DIFFERENT SEASONS OR OTHER PERIODS	1	5.3	489	4.3
TOTAL	19	100.0	11,402	100.0

TABLE 27 STANDARD DAILY HOURS *

NUMBER OF HOURS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	5.3	157	1.4
8 HOURS	8	42.1	1,889	16.6
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	6	31.6	7,022	61.6
VARIES FOR DIFFERENT SEASONS	4	21.1	2,334	20.5
TOTAL	19	100.0	11,402	100.0

TABLE 28 STANDARD OR AVERAGE WEEKLY HOURS

NUMBER OF HOURS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
37 HOURS	6	31.6	3,080	27.0
37-1/2 HOURS	1	5.3	157	1.4
38 HOURS	2	10.5	3,387	29.7
40 HOURS	8	42.1	1,889	16.6
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	2	10.5	2,889	25.3
TOTAL	19	100.0	11,402	100.0

TABLE 29 PAID MEAL PERIOD PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	84.2	5,122	44.9
MEAL PERIOD PAID ON OVERTIME WORK	2	10.5	3,880	34.0
PROVISIONS EXIST FOR PAID MEAL PERIOD, CANNOT DETERMINE WHICH CODE APPLIES	1	5.3	2,400	21.0
TOTAL	19	100.0	11,402	100.0

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* For explanation see number 5 in the Definitions at page viii.

TABLE 30 COMPRESSED WORK WEEK AND FLEXTIME

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	73.7	8,184	71.8
PROVISION FOR FLEX-TIME	2	10.5	238	2.1
PROVISION FOR COMPRESSED WORK-WEEK	3	15.8	2,980	26.1
TOTAL	19	100.0	11,402	100.0

TABLE 31 OVERTIME RATE AFTER SCHEDULED DAILY HOURS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
TIME AND ONE-HALF	4	21.1	3,282	28.8
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 2 HOURS	10	52.6	7,414	65.0
DOUBLE TIME AFTER 3 HOURS	1	5.3	122	1.1
DOUBLE TIME AFTER 4 HOURS	1	5.3	112	1.0
INCREASED RATE VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	5.3	240	2.1
DOUBLE TIME	1	5.3	113	1.0
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	1	5.3	119	1.0
TOTAL	19	100.0	11,402	100.0

TABLE 32 OVERTIME RATE AFTER SCHEDULED WEEKLY HOURS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	26.3	3,115	27.3
TIME AND ONE-HALF	3	15.8	1,059	9.3
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 2 HOURS	8	42.1	6,756	59.3
INCREASED RATE VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	5.3	240	2.1
DOUBLE TIME	1	5.3	113	1.0
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	1	5.3	119	1.0
TOTAL	19	100.0	11,402	100.0

TABLE 33 OVERTIME RATE FOR SATURDAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	15	78.9	10,267	90.0
TIME AND ONE-HALF	3	15.8	1,023	9.0
TIME AND ONE-HALF INCREASED TO DOUBLE TIME AFTER 4 HOURS	1	5.3	112	1.0
T O T A L	19	100.0	11,402	100.0

TABLE 34 OVERTIME RATE FOR SUNDAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	15.8	1,944	17.0
TIME AND ONE-HALF	2	10.5	734	6.4
DOUBLE TIME	13	68.4	8,611	75.5
DOUBLE TIME AND ONE-HALF	1	5.3	113	1.0
T O T A L	19	100.0	11,402	100.0

TABLE 35 OVERTIME RATE ON SIXTH DAY (NOT SCHEDULED)*

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	68.4	8,756	76.8
DOUBLE TIME	5	26.3	2,406	21.1
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	5.3	240	2.1
T O T A L	19	100.0	11,402	100.0

TABLE 36 OVERTIME RATE ON SEVENTH DAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	68.4	8,756	76.8
DOUBLE TIME	5	26.3	2,406	21.1
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	5.3	240	2.1
T O T A L	19	100.0	11,402	100.0

* For explanation see number 6 in the Definitions at page viii.

TABLE 37 PAYMENT FOR OR SUPPLY OF MEALS

AMOUNT OF PAYMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	68.4	7,589	66.6
$ 3.00 PER MEAL PAID AFTER 4 HOURS OF OVERTIME	1	5.3	2,400	21.0
$ 4.50 PER MEAL PAID AFTER 4 HOURS OF OVERTIME	1	5.3	240	2.1
$ 5.50 PER MEAL PAID AFTER 2 HOURS OF OVERTIME	1	5.3	336	2.9
$ 6.50 PER MEAL PAID AFTER 2 HOURS OF OVERTIME	1	5.3	110	1.0
MEALS FURNISHED BY EMPLOYER AFTER 2 HOURS OF OVERTIME	2	10.5	727	6.4
TOTAL	19	100.0	11,402	100.0

TABLE 38 RIGHT TO REFUSE OVERTIME

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	42.1	4,098	35.9
PROVISION EXISTS	11	57.9	7,304	64.1
TOTAL	19	100.0	11,402	100.0

TABLE 39 PREMIUM PAY FOR WORK ON SCHEDULED SATURDAY

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	100.0	11,402	100.0
TOTAL	19	100.0	11,402	100.0

TABLE 40 PREMIUM PAY FOR WORK ON SCHEDULED SUNDAY

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	68.4	6,179	54.2
CENTS PER HOUR 50.0 CENTS	1	5.3	2,400	21.0
TIME RATE PAYMENT				
DOUBLE TIME	4	21.1	2,334	20.5
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	5.3	489	4.3
TOTAL	19	100.0	11,402	100.0

TABLE 41 SECOND SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	10.5	267	2.3
CENTS PER HOUR				
37.5 CENTS	1	5.3	258	2.3
45.0 CENTS	1	5.3	2,400	21.0
55.0 CENTS	3	15.8	354	3.1
60.0 CENTS	1	5.3	240	2.1
72.0 CENTS	1	5.3	112	1.0
75.0 CENTS	8	42.1	6,667	58.5
100.0 CENTS	1	5.3	615	5.4
NOT SPECIFIED	1	5.3	489	4.3
TOTAL	19	100.0	11,402	100.0

TABLE 42 THIRD SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	15.8	379	3.3
CENTS PER HOUR				
34.0 CENTS	1	5.3	615	5.4
37.5 CENTS	1	5.3	258	2.3
45.0 CENTS	1	5.3	2,400	21.0
55.0 CENTS	3	15.8	354	3.1
60.0 CENTS	1	5.3	240	2.1
75.0 CENTS	8	42.1	6,667	58.5
NOT SPECIFIED	1	5.3	489	4.3
TOTAL	19	100.0	11,402	100.0

TABLE 43 SPLIT SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	94.7	10,913	95.7
CENTS PER HOUR				
20.0 CENTS	1	5.3	489	4.3
TOTAL	19	100.0	11,402	100.0

TABLE 44 PREMIUM PAY FOR DIRTY WORK

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	100.0	11,402	100.0
TOTAL	19	100.0	11,402	100.0

TABLE 45 PREMIUM PAY FOR HAZARDOUS WORK

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	94.7	11,162	97.9
CENTS PER HOUR 50 CENTS	1	5.3	240	2.1
TOTAL	19	100.0	11,402	100.0

TABLE 46 PREMIUM PAY FOR ABNORMAL WORKING CONDITIONS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	84.2	10,704	93.9
CENTS PER HOUR				
60 CENTS	1	5.3	240	2.1
65 CENTS	1	5.3	336	2.9
550 CENTS	1	5.3	122	1.1
TOTAL	19	100.0	11,402	100.0

TABLE 47 STAND-BY OR ON-CALL ADJUSTMENTS

PAY PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	89.5	10,675	93.6
PROVISION EXISTS	2	10.5	727	6.4
TOTAL	19	100.0	11,402	100.0

TABLE 48 REPORTING PAY GUARANTEES

MINIMUM GUARANTEE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	31.6	4,011	35.2
4.0 HOURS OF WORK OR PAY	11	57.9	7,159	62.8
8.0 HOURS OF WORK OR PAY	2	10.5	232	2.0
TOTAL	19	100.0	11,402	100.0

TABLE 49 CALL-BACK PAY GUARANTEE

MINIMUM GUARANTEE AND RATE OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	63.2	9,710	85.2
MINIMUM OF 4.0 HOURS AT DOUBLE TIME	1	5.3	119	1.0
MINIMUM OF 4.0 HOURS AT APPLICABLE OVERTIME RATE	4	21.1	718	6.3
MINIMUM OF 2.0 HOURS, RATE NOT SPECIFIED	1	5.3	615	5.4
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	5.3	240	2.1
TOTAL	19	100.0	11,402	100.0

TABLE 50 WAGE OR EMPLOYMENT GUARANTEES

GUARANTEE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	84.2	10,688	93.7
WEEKLY GUARANTEE, LIMITED TO SPECIFIED NUMBER OF EMPL. OR OCCUPATIONAL GROUPS	1	5.3	113	1.0
MONTHLY GUARANTEE, LIMITED TO SPECIFIED NUMBER OF EMPL. OR OCCUPATIONAL GROUPS	1	5.3	112	1.0
OTHER	1	5.3	489	4.3
TOTAL	19	100.0	11,402	100.0

TABLE 51 PAY ON TEMPORARY TRANSFERS TO LOWER-RATED JOBS

RATE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	73.7	10,555	92.6
EMPLOYEE RETAINS HIS RATE FOR DURATION OF TRANSFER	5	26.3	847	7.4
TOTAL	19	100.0	11,402	100.0

TABLE 52 PAY ON TEMPORARY TRANSFERS TO HIGHER-RATED JOBS

RATE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	15.8	837	7.3
EMPLOYEE PAID HIGHER RATE FOR DURATION OF TRANSFER	1	5.3	336	2.9
EMPLOYEE PAID HIGHER RATE ONLY AFTER A SPECIFIED PERIOD	12	63.2	5,059	44.4
EMPLOYEE PAID HIGHER RATE FROM START OF TRANSFER OR AFTER A PERIOD OF TIME	3	15.8	5,170	45.3
TOTAL	19	100.0	11,402	100.0

TABLE 53 PAID REST OR RELIEF PERIODS

DAILY TIME ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
2 PERIODS, 10 MINUTES EACH	2	10.5	727	6.4
2 PERIODS, 15 MINUTES EACH	13	68.4	10,164	89.1
2 PERIODS, DURATION NOT SPECIFIED	4	21.1	511	4.5
TOTAL	19	100.0	11,402	100.0

TABLE 54 PAID CLEAN-UP OR CLOTHES CHANGING TIME

DAILY TIME ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	100.0	11,402	100.0
TOTAL	19	100.0	11,402	100.0

TABLE 55 NUMBER OF PAID HOLIDAYS

ANNUAL ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
9 FULL HOLIDAYS	1	5.3	2,400	21.0
10 FULL HOLIDAYS	7	36.8	1,698	14.9
11 FULL HOLIDAYS	9	47.4	7,072	62.0
12 FULL HOLIDAYS	2	10.5	232	2.0
TOTAL	19	100.0	11,402	100.0

TABLE 56 YEAR-END HOLIDAY PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	100.0	11,402	100.0
TOTAL	19	100.0	11,402	100.0

TABLE 57 SERVICE REQUIREMENTS FOR HOLIDAY PAY

PERIOD OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	47.4	7,865	69.0
30 CALENDAR DAYS	4	21.1	1,181	10.4
4 WEEKS	2	10.5	377	3.3
5 WEEKS	1	5.3	164	1.4
5 MONTHS	1	5.3	1,583	13.9
OTHER	2	10.5	232	2.0
TOTAL	19	100.0	11,402	100.0

TABLE 58 WORK REQUIREMENTS FOR HOLIDAY PAY

WORK REQUIREMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	10.5	599	5.3
DAY BEFORE AND AFTER HOLIDAY	17	89.5	10,803	94.7
TOTAL	19	100.0	11,402	100.0

TABLE 59 LOSS OF HOLIDAY PAY - FAILURE TO REPORT FOR SCHEDULED WORK

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	100.0	11,402	100.0
TOTAL	19	100.0	11,402	100.0

TABLE 60 PAY FOR HOLIDAYS FALLING ON SATURDAY

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	15	78.9	10,675	93.6
FOLLOWING MONDAY OFF WITH PAY	1	5.3	112	1.0
PRECEDING FRIDAY OR FOLLOWING MONDAY OFF WITH PAY	1	5.3	122	1.1
ANOTHER DAY OFF WITH PAY	1	5.3	157	1.4
ANOTHER DAY OFF WITH PAY OR EXTRA DAYS PAY	1	5.3	336	2.9
TOTAL	19	100.0	11,402	100.0

TABLE 61 PAY FOR HOLIDAYS FALLING ON SUNDAY

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	36.8	4,086	35.8
FOLLOWING MONDAY OFF WITH PAY	9	47.4	6,701	58.8
PRECEDING FRIDAY OR FOLLOWING MONDAY OFF WITH PAY	1	5.3	122	1.1
ANOTHER DAY OFF WITH PAY	1	5.3	157	1.4
ANOTHER DAY OFF WITH PAY OR EXTRA DAYS PAY	1	5.3	336	2.9
TOTAL	19	100.0	11,402	100.0

TABLE 62 COMPENSATION FOR HOLIDAYS FALLING WITHIN VACATION PERIOD

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
EXTRA DAYS VACATION WITH PAY	9	47.4	5,357	47.0
EXTRA DAYS VACATION WITH PAY OR EXTRA DAYS PAY	10	52.6	6,045	53.0
TOTAL	19	100.0	11,402	100.0

TABLE 63 COMPENSATION FOR HOLIDAYS FALLING ON SCHEDULED DAYS OFF

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	57.9	9,814	86.1
EXTRA DAY OFF WITH PAY	3	15.8	884	7.8
EXTRA DAYS PAY	1	5.3	240	2.1
EXTRA DAY OFF OR EXTRA DAYS PAY	4	21.1	464	4.1
TOTAL	19	100.0	11,402	100.0

TABLE 64 COMPENSATION FOR WORK ON PAID HOLIDAYS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	5.3	620	5.4
STRAIGHT TIME PLUS HOLIDAY PAY	1	5.3	157	1.4
TIME AND ONE-HALF PLUS HOLIDAY PAY	3	15.8	1,226	10.8
DOUBLE TIME PLUS HOLIDAY PAY	14	73.7	9,399	82.4
TOTAL	19	100.0	11,402	100.0

TABLE 65 LENGTH OF SERVICE FOR TWO WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	10.5	855	7.5
1 YEAR	17	89.5	10,547	92.5
TOTAL	19	100.0	11,402	100.0

TABLE 66 LENGTH OF SERVICE FOR THREE WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
2 YEARS	2	10.5	772	6.8
3 YEARS	14	73.7	10,272	90.1
4 YEARS	1	5.3	110	1.0
5 YEARS	2	10.5	248	2.2
TOTAL	19	100.0	11,402	100.0

* For explanation see number 7 in the Definitions at page viii.

TABLE 67 LENGTH OF SERVICE FOR FOUR WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
5 YEARS	1	5.3	157	1.4
8 YEARS	16	84.2	11,009	96.6
9 YEARS	1	5.3	126	1.1
12 YEARS	1	5.3	110	1.0
TOTAL	19	100.0	11,402	100.0

TABLE 68 LENGTH OF SERVICE FOR FIVE WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
12 YEARS	1	5.3	157	1.4
13 YEARS	11	57.9	7,650	67.1
14 YEARS	1	5.3	2,400	21.0
15 YEARS	2	10.5	232	2.0
18 YEARS	2	10.5	238	2.1
20 YEARS	1	5.3	615	5.4
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	5.3	110	1.0
TOTAL	19	100.0	11,402	100.0

TABLE 69 LENGTH OF SERVICE FOR SIX WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	15.8	837	7.3
18 YEARS	12	63.2	7,807	68.5
20 YEARS	3	15.8	2,632	23.1
24 YEARS	1	5.3	126	1.1
TOTAL	19	100.0	11,402	100.0

TABLE 70 MAXIMUM PAID VACATION*

MAXIMUM VACATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIVE WEEKS	3	15.8	837	7.3
SIX WEEKS	3	15.8	405	3.6
SEVEN WEEKS	13	68.4	10,160	89.1
TOTAL	19	100.0	11,402	100.0

* For explanation see number 7 in the Definitions at page viii.

TABLE 71 PAY IN LIEU OF VACATIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	84.2	10,730	94.1
PROVISION EXISTS	3	15.8	672	5.9
TOTAL	19	100.0	11,402	100.0

TABLE 72 PAID SICK LEAVE (CASUAL ILLNESS) *

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	5.3	489	4.3
CASUAL ILLNESS LEAVE	18	94.7	10,913	95.7
TOTAL	19	100.0	11,402	100.0

TABLE 73 SERVICE REQUIREMENTS FOR PAID SICK LEAVE *

PERIOD OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	31.6	3,390	29.7
30 CALENDAR DAYS	3	15.8	1,873	16.4
45 CALENDAR DAYS	1	5.3	110	1.0
90 CALENDAR DAYS	1	5.3	615	5.4
3 MONTHS	8	42.1	5,414	47.5
TOTAL	19	100.0	11,402	100.0

TABLE 74 AMOUNT OF PAID SICK LEAVE *

AMOUNT OF LEAVE PER YEAR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	15.8	3,504	30.7
6 DAYS	9	47.4	5,446	47.8
10 DAYS	1	5.3	110	1.0
12 DAYS	3	15.8	344	3.0
OTHER	3	15.8	1,998	17.5
TOTAL	19	100.0	11,402	100.0

* For explanation see number 8 in the Definitions at page viii.

TABLE 75 MAXIMUM ACCUMULATION OF UNUSED SICK LEAVE *

MAXIMUM ACCUMULATION ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	15.8	3,504	30.7
UNDER 60 DAYS	13	68.4	5,900	51.7
OTHER	3	15.8	1,998	17.5
TOTAL	19	100.0	11,402	100.0

TABLE 76 PAYMENT OF UNUSED SICK LEAVE ON TERMINATION OF EMPLOYMENT*

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	73.7	8,810	77.3
PER CENT OF UNUSED ALLOWANCE PAID FOR UNDER PLANS SPECIFYING PAYMENT 100.0 PER CENT	5	26.3	2,592	22.7
TOTAL	19	100.0	11,402	100.0

TABLE 77 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID ON TERMINATION*

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	73.7	8,810	77.3
20 DAYS	1	5.3	258	2.3
28 DAYS	1	5.3	336	2.9
OTHER	3	15.8	1,998	17.5
TOTAL	19	100.0	11,402	100.0

TABLE 78 PAYMENT FOR UNUSED SICK LEAVE ON RETIREMENT *

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	47.4	4,237	37.2
PER CENT OF UNUSED ALLOWANCE PAID FOR UNDER PLANS SPECIFYING PAYMENT 100.0 PER CENT	10	52.6	7,165	62.8
TOTAL	19	100.0	11,402	100.0

* For explanation see number 8 in the Definitions at page viii.

TABLE 79 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID ON RETIREMENT *

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	47.4	4,237	37.2
20 DAYS	1	5.3	322	2.8
26 DAYS	3	15.8	624	5.5
28 DAYS	3	15.8	4,221	37.0
OTHER	3	15.8	1,998	17.5
TOTAL	19	100.0	11,402	100.0

TABLE 80 PAYMENT FOR UNUSED SICK LEAVE ON DEATH *

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	94.7	11,080	97.2
PER CENT OF UNUSED ALLOWANCE PAID FOR UNDER PLANS SPECIFYING PAYMENT 100.0 PER CENT	1	5.3	322	2.8
TOTAL	19	100.0	11,402	100.0

TABLE 81 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID FOR ON DEATH*

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	94.7	11,080	97.2
20 DAYS	1	5.3	322	2.8
TOTAL	19	100.0	11,402	100.0

TABLE 82 INJURY PAY PROVISIONS **

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	84.2	11,067	97.1
PROVISION EXISTS	3	15.8	335	2.9
TOTAL	19	100.0	11,402	100.0

* For explanation see number 8 in the Definitions at page viii.
** For explanation see number 9 in the Definitions at page viii.

TABLE 83 WORKERS COMPENSATION PAY SUPPLEMENTS

AMOUNT OF SUPPLEMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	31.6	3,511	30.8
FULL DIFFERENCE BETWEEN REGULAR PAY AND COMPENSATION PAY	2	10.5	432	3.8
PART OF DIFFERENCE BETWEEN REGULAR PAY AND COMPENSATION PAY	1	5.3	615	5.4
FULL DIFFERENCE FOR A PERIOD OF TIME AND PART OF DIFFERENCE THEREAFTER	8	42.1	6,561	57.5
FULL DIFFERENCE BETWEEN REGULAR AND COMPENSATION PAY TAKEN FROM SICK LEAVE	1	5.3	119	1.0
OTHER	1	5.3	164	1.4
TOTAL	19	100.0	11,402	100.0

TABLE 84 MAXIMUM PERIOD OF WORKERS COMPENSATION PAY SUPPLEMENTS

MAXIMUM PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	31.6	3,511	30.8
3 MONTHS	9	47.4	6,925	60.7
6 MONTHS	1	5.3	110	1.0
13 MONTHS	1	5.3	122	1.1
UNTIL UNUSED SICK LEAVE IS EXHAUSTED	1	5.3	119	1.0
NOT SPECIFIED	1	5.3	615	5.4
TOTAL	19	100.0	11,402	100.0

TABLE 85 PAID JURY DUTY LEAVE

AMOUNT OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	21.1	1,371	12.0
DIFFERENCE BETWEEN REGULAR PAY AND JURY FEES	15	78.9	10,031	88.0
TOTAL	19	100.0	11,402	100.0

TABLE 86 PAID BEREAVEMENT LEAVE

MAXIMUM NUMBER OF DAYS ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
IMMEDIATE FAMILY ONLY				
3.0 DAYS	4	21.1	994	8.7
5.0 DAYS	3	15.8	548	4.8
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, LEAVE FOR CLOSE OR OTHER RELATIVES AT EMPLOYERS DISCRETION	1	5.3	113	1.0
5.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE OR OTHER RELATIVES	1	5.3	336	2.9
5.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, LEAVE FOR CLOSE OR OTHER RELATIVES AT EMPLOYERS DISCRETION	3	15.8	2,156	18.9
5.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE RELATIVES AND LEAVE FOR OTHER RELATIVES AT EMPLOYERS DISCRETION	2	10.5	3,885	34.1
1.0 DAYS BASIC LEAVE WITH 2.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	1	5.3	2,400	21.0
3.0 DAYS BASIC LEAVE WITH ADDITIONAL DAYS IF TRAVEL INVOLVED, AT EMPLOYERS DISCRETION	1	5.3	119	1.0
NOT SPECIFIED	3	15.8	851	7.5
TOTAL	19	100.0	11,402	100.0

TABLE 87 SERVICE REQUIREMENTS FOR MATERNITY LEAVE

SERVICE REQUIREMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	36.8	1,798	15.8
4 MONTHS	1	5.3	251	2.2
12 MONTHS	11	57.9	9,353	82.0
TOTAL	19	100.0	11,402	100.0

TABLE 88 LENGTH OF MATERNITY LEAVE

LENGTH OF LEAVE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	36.8	1,798	15.8
12 WEEKS	1	5.3	336	2.9
18 WEEKS	9	47.4	6,711	58.9
ACCORDING TO LEGISLATION	2	10.5	2,557	22.4
TOTAL	19	100.0	11,402	100.0

TABLE 89 SENIORITY STATUS DURING MATERNITY LEAVE

SENIORITY STATUS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	73.7	6,815	59.8
SENIORITY RETAINED UP TO TIME MATERNITY LEAVE BEGINS	5	26.3	4,587	40.2
TOTAL	19	100.0	11,402	100.0

TABLE 90 MATERNITY LEAVE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	36.8	1,798	15.8
MATERNITY LEAVE PLAN EXISTS	12	63.2	9,604	84.2
TOTAL	19	100.0	11,402	100.0

TABLE 91 LEAVE ABSENCE FOR FULL-TIME UNION DUTIES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	31.6	3,740	32.8
PROVISION EXISTS	13	68.4	7,662	67.2
TOTAL	19	100.0	11,402	100.0

TABLE 92 LEAVE OF ABSENCE FOR UNION FUNCTIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	15.8	389	3.4
PROVISION EXISTS	16	84.2	11,013	96.6
TOTAL	19	100.0	11,402	100.0

TABLE 93 PAID LEAVE OF ABSENCE FOR PERSONAL REASONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	84.2	9,404	82.5
PATERNITY	3	15.8	1,998	17.5
TOTAL	19	100.0	11,402	100.0

TABLE 94 LEAVE OF ABSENCE FOR EDUCATIONAL PURPOSES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	84.2	10,644	93.4
LEAVE WITH FULL PAY	3	15.8	758	6.6
TOTAL	19	100.0	11,402	100.0

TABLE 95 GRIEVANCE AND ARBITRATION PAY PROVISIONS*

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	73.7	8,043	70.5
GRIEVANCE PAY ONLY	4	21.1	3,246	28.5
GRIEVANCE AND ARBITRATION PAY	1	5.3	113	1.0
TOTAL	19	100.0	11,402	100.0

TABLE 96 NEGOTIATION PAY PROVISIONS**

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	73.7	9,744	85.5
PROVISION EXISTS	5	26.3	1,658	14.5
TOTAL	19	100.0	11,402	100.0

TABLE 97 DANGEROUS WORK

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	100.0	11,402	100.0
TOTAL	19	100.0	11,402	100.0

TABLE 98 LABOUR MANAGEMENT SAFETY COMMITTEES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	63.2	9,524	83.5
PROVISION EXISTS	7	36.8	1,878	16.5
TOTAL	19	100.0	11,402	100.0

* For explanation see number 10 in the Definitions at page viii.

** For explanation see number 11 in the Definitions at page viii.

TABLE 99 **SAFETY COMMITTEE PAY PROVISIONS**

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	73.7	10,600	93.0
PROVISION EXISTS	5	26.3	802	7.0
TOTAL	19	100.0	11,402	100.0

TABLE 100 **LABOUR-MANAGEMENT COMMITTEE**

COMMITTEE PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	52.6	5,941	52.1
PROVISION FOR COMMITTEE WITH ONLY GENERAL STATEMENT OF ITS PURPOSE	9	47.4	5,461	47.9
TOTAL	19	100.0	11,402	100.0

TABLE 101 **ALLOWANCES FOR SAFETY SHOES**

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	84.2	11,058	97.0
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF SAFETY SHOES	3	15.8	344	3.0
TOTAL	19	100.0	11,402	100.0

TABLE 102 **ALLOWANCES FOR SAFETY GLASSES**

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	89.5	11,170	98.0
SAFETY GLASSES SUPPLIED AT NO COST TO EMPLOYEE	2	10.5	232	2.0
TOTAL	19	100.0	11,402	100.0

TABLE 103 SUPPLY OF OR ALLOWANCES FOR WORK CLOTHING OR UNIFORMS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	10.5	729	6.4
SUPPLIED AT NO COST TO EMPLOYEES	14	73.7	9,600	84.2
SUPPLIED AT SOME COST TO EMPLOYEES	1	5.3	336	2.9
EMPLOYER MAKES A MONETARY ALLOWANCE	1	5.3	615	5.4
INITIAL WORK CLOTHING SUPPLIED AT SOME COST, REPLACEMENTS AT NO COST	1	5.3	122	1.1
TOTAL	19	100.0	11,402	100.0

TABLE 104 MAINTENANCE OF WORK CLOTHING

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	36.8	3,854	33.8
MAINTAINED AT NO COST TO EMPLOYEES	12	63.2	7,548	66.2
TOTAL	19	100.0	11,402	100.0

TABLE 105 ALLOWANCE FOR TOOLS

ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	73.7	10,282	90.2
TOOLS SUPPLIED AT NO COST TO EMPLOYEE	2	10.5	432	3.8
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF TOOLS	1	5.3	336	2.9
TOOLS REPLACED AT SOME COST AND INSURANCE PROVIDED	1	5.3	112	1.0
MONETARY ALLOWANCE FOR PURCHASE OF TOOLS AND INSURANCE PROVIDED	1	5.3	240	2.1
TOTAL	19	100.0	11,402	100.0

TABLE 106 MEAL, LODGING AND PER DIEM ALLOWANCES ON TRAVEL STATUS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	73.7	10,482	91.9
MEAL AND LODGING ALLOWANCE, OR MEAL AND LODGING SUPPLIED	2	10.5	222	1.9
MEAL AND LODGING ALLOWANCE OR SUPPLIED PLUS PER DIEM ALLOWANCE	3	15.8	698	6.1
TOTAL	19	100.0	11,402	100.0

TABLE 107 TRAVEL TIME PAY

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	47.4	3,876	34.0
PORTAL TO PORTAL PAY	1	5.3	322	2.8
PAY FOR TRAVEL TIME DIRECTLY RELATED TO THE JOB	8	42.1	6,589	57.8
OTHER	1	5.3	615	5.4
TOTAL	19	100.0	11,402	100.0

TABLE 108 MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR

ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	68.4	8,712	76.4
CENTS PER KILOMETER				
12.8 CENTS	1	5.3	322	2.8
16.6 CENTS	3	15.8	1,998	17.5
17.4 CENTS	1	5.3	258	2.3
19.0 CENTS	1	5.3	112	1.0
TOTAL	19	100.0	11,402	100.0

TABLE 109 APPRENTICESHIP TRAINING PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	68.4	8,183	71.8
PROVISION EXISTS	6	31.6	3,219	28.2
TOTAL	19	100.0	11,402	100.0

TABLE 110 APPRENTICESHIP RATIO

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	100.0	11,402	100.0
TOTAL	19	100.0	11,402	100.0

TABLE 111 ON-THE-JOB TRAINING PROVISIONS *

PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	68.4	6,785	59.5
TRAINING FOR BARGAINING UNIT EMPLOYEES	6	31.6	4,617	40.5
TOTAL	19	100.0	11,402	100.0

TABLE 112 SEVERANCE PAY & LAY-OFF BENEFIT PLANS (OTHER THAN SUB) **

PLAN	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	36.8	1,504	13.2
SEVERANCE PAY PLAN	12	63.2	9,898	86.8
TOTAL	19	100.0	11,402	100.0

TABLE 113 SUPPLEMENTAL UNEMPLOYMENT BENEFIT (S.U.B.) PLANS

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	89.5	11,170	98.0
PROVISION EXISTS	2	10.5	232	2.0
TOTAL	19	100.0	11,402	100.0

TABLE 114 RESTRICTIONS ON MOONLIGHTING

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	15	78.9	10,739	94.2
PROVISION EXISTS	4	21.1	663	5.8
TOTAL	19	100.0	11,402	100.0

TABLE 115 RESTRICTIONS ON WORK BY NON-BARGAINING UNIT EMPLOYEES

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	26.3	3,704	32.5
PROVISION EXISTS	14	73.7	7,698	67.5
TOTAL	19	100.0	11,402	100.0

* For explanation see number 12 in the Definitions at page viii.

** For explanation see number 13 in the Definitions at page viii.

TABLE 116 RESTRICTIONS ON CONTRACTING OUT

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	63.2	5,135	45.0
PROVISION EXISTS	7	36.8	6,267	55.0
TOTAL	19	100.0	11,402	100.0

TABLE 117 TECHNOLOGICAL CHANGE - ADVANCE NOTICE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	57.9	2,883	25.3
2 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	1	5.3	2,400	21.0
3 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	6	31.6	6,009	52.7
NOT SPECIFIED	1	5.3	110	1.0
TOTAL	19	100.0	11,402	100.0

TABLE 118 TECHNOLOGICAL CHANGE - CONSULTATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	100.0	11,402	100.0
TOTAL	19	100.0	11,402	100.0

TABLE 119 TECHNOLOGICAL CHANGE - TRAINING BENEFITS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	68.4	5,393	47.3
PROVISION EXISTS	6	31.6	6,009	52.7
TOTAL	19	100.0	11,402	100.0

TABLE 120 TECHNOLOGICAL CHANGE - ATTRITION ARRANGEMENTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	94.7	9,002	79.0
PROVISION EXISTS	1	5.3	2,400	21.0
TOTAL	19	100.0	11,402	100.0

TABLE 121

TECHNOLOGICAL CHANGE - INCOME PROTECTION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	89.5	9,568	83.9
PROVISION EXISTS	2	10.5	1,834	16.1
TOTAL	19	100.0	11,402	100.0

TABLE 122

TECHNOLOGICAL CHANGE - JOINT AUTOMATION COMMITTEE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	100.0	11,402	100.0
TOTAL	19	100.0	11,402	100.0

TABLE 123

TECHNOLOGICAL CHANGE - RELOCATION ALLOWANCES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	100.0	11,402	100.0
TOTAL	19	100.0	11,402	100.0

TABLE 124

TECHNOLOGICAL CHANGE - TRANSFER ARRANGEMENTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	15	78.9	9,120	80.0
PROVISION EXISTS	4	21.1	2,282	20.0
TOTAL	19	100.0	11,402	100.0

TABLE 125

TECHNOLOGICAL CHANGE - ADVANCE NOTICE OF LAY-OFF

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	100.0	11,402	100.0
TOTAL	19	100.0	11,402	100.0

TABLE 126 TECHNOLOGICAL CHANGE - SEVERANCE PAY

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	57.9	2,883	25.3
PROVISION EXISTS	8	42.1	8,519	74.7
TOTAL	19	100.0	11,402	100.0

TABLE 127 TECHNOLOGICAL CHANGE - ARBITRATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	100.0	11,402	100.0
TOTAL	19	100.0	11,402	100.0

TABLE 128 ADVANCE NOTICE OF PLANT CLOSING OR RELOCATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	100.0	11,402	100.0
TOTAL	19	100.0	11,402	100.0

TABLE 129 JOB EVALUATION AND UNION PARTICIPATION IN CLASSIFICATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	15	78.9	10,891	95.5
JOINT UNION-MANAGEMENT PARTICIPATION IN JOB CLASSIFICATION ON AD HOC BASIS	4	21.1	511	4.5
TOTAL	19	100.0	11,402	100.0

TABLE 130 GRIEVANCE OF JOB CLASSIFICATION OR RE-CLASSIFICATION

GRIEVANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	89.5	11,123	97.6
PROVISION EXISTS	2	10.5	279	2.4
TOTAL	19	100.0	11,402	100.0

TABLE 131 EQUAL PAY FOR WORK OF EQUAL VALUE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	47.4	4,456	39.1
PROVISION EXISTS	10	52.6	6,946	60.9
TOTAL	19	100.0	11,402	100.0

TABLE 132 FREQUENCY OF COST-OF-LIVING ADJUSTMENTS

FREQUENCY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	89.5	11,170	98.0
AUTOMATIC ANNUAL ADJUSTMENTS	1	5.3	113	1.0
ONE ADJUSTMENT DURING TERM OF AGREEMENT	1	5.3	119	1.0
TOTAL	19	100.0	11,402	100.0

TABLE 133 AMOUNT OF COST-OF-LIVING ADJUSTMENTS

AMOUNT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	89.5	11,170	98.0
1 CENTS PER HOUR ADJUSTMENT FOR .3 POINT CHANGE IN THE C.P.I.	2	10.5	232	2.0
TOTAL	19	100.0	11,402	100.0

TABLE 134 ATTENDANCE OR CONTINUOUS SERVICE BONUS

BONUS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	100.0	11,402	100.0
TOTAL	19	100.0	11,402	100.0

TABLE 135 EMPLOYER CONTRIBUTION TO BASIC MEDICAL & HOSPITAL PLANS

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	5.3	110	1.0
50.0 PER CENT	2	10.5	737	6.5
70.0 PER CENT	1	5.3	126	1.1
75.0 PER CENT	1	5.3	112	1.0
100.0 PER CENT	12	63.2	9,671	84.8
NOT SPECIFIED	2	10.5	646	5.7
TOTAL	19	100.0	11,402	100.0

TABLE 136 SPECIALIZED INSURANCE BENEFITS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
PRESCRIPTION DRUG PLAN ONLY	1	5.3	122	1.1
DENTAL CARE PLAN ONLY	18	94.7	11,280	98.9
TOTAL	19	100.0	11,402	100.0

TABLE 137 MAJOR MEDICAL OR COMPREHENSIVE BENEFIT PLANS*

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	84.2	11,048	96.9
PROVISION EXISTS	3	15.8	354	3.1
TOTAL	19	100.0	11,402	100.0

TABLE 138 EMPLOYER CONTRIBUTIONS TO LIFE INSURANCE PLANS

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
55.0 PER CENT	1	5.3	110	1.0
70.0 PER CENT	1	5.3	126	1.1
75.0 PER CENT	1	5.3	112	1.0
100.0 PER CENT	13	68.4	8,008	70.2
NOT SPECIFIED	3	15.8	3,046	26.7
TOTAL	19	100.0	11,402	100.0

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* For explanation see number 14 in the Definitions at page viii.

TABLE 139 AMOUNT OF BENEFITS PROVIDED IN LIFE INSURANCE PLANS

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
4,000 DOLLARS	1	5.3	157	1.4
20,000 DOLLARS	1	5.3	110	1.0
28,000 DOLLARS	2	10.5	232	2.0
VARIES WITH INCOME OR JOB CLASSIFICATION	1	5.3	122	1.1
NOT SPECIFIED	14	73.7	10,781	94.6
TOTAL	19	100.0	11,402	100.0

TABLE 140 EMPLOYER CONTRIBUTIONS TO A. D. & D. INSURANCE

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	73.7	10,333	90.6
55.0 PER CENT	1	5.3	110	1.0
75.0 PER CENT	1	5.3	112	1.0
100.0 PER CENT	3	15.8	847	7.4
TOTAL	19	100.0	11,402	100.0

TABLE 141 AMOUNT OF BENEFITS PROVIDED IN A. D. & D. INSURANCE

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	73.7	10,333	90.6
20,000 DOLLARS	1	5.3	110	1.0
28,000 DOLLARS	2	10.5	232	2.0
NOT SPECIFIED	2	10.5	727	6.4
TOTAL	19	100.0	11,402	100.0

TABLE 142 EMPLOYER CONTRIB. TO WEEKLY SICKNESS & ACCIDENT INDEMNITY

AMOUNT OF PREMIUM CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	15.8	3,046	26.7
55.0 PER CENT	1	5.3	110	1.0
75.0 PER CENT	1	5.3	112	1.0
100.0 PER CENT	14	73.7	8,134	71.3
TOTAL	19	100.0	11,402	100.0

TABLE 143 AMOUNT OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	15.8	3,046	26.7
EXPRESSED AS PERCENT OF WAGES	15	78.9	8,244	72.3
NOT SPECIFIED	1	5.3	112	1.0
TOTAL	19	100.0	11,402	100.0

TABLE 144 MAXIMUM DURATION OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

MAXIMUM DURATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	15.8	3,046	26.7
13 WEEKS	2	10.5	725	6.4
15 WEEKS	1	5.3	122	1.1
26 WEEKS	4	21.1	812	7.1
NOT SPECIFIED	9	47.4	6,697	58.7
TOTAL	19	100.0	11,402	100.0

TABLE 145 LONG TERM DISABILITY BENEFIT PLANS

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	36.8	3,776	33.1
PROVISION EXISTS	12	63.2	7,626	66.9
TOTAL	19	100.0	11,402	100.0

TABLE 146 EMPLOYER CONTRIBUTIONS TO NON-SPECIFIED EMPLOYEE BENEFITS

PERCENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	84.2	7,404	64.9
100.0 PER CENT	2	10.5	3,885	34.1
NOT SPECIFIED	1	5.3	113	1.0
TOTAL	19	100.0	11,402	100.0

TABLE 147 PENSION PLANS

FINANCING ARRANGEMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	21.1	2,919	25.6
NON-CONTRIBUTORY	3	15.8	396	3.5
CONTRIBUTORY	3	15.8	3,997	35.1
NOT SPECIFIED	9	47.4	4,090	35.9
TOTAL	19	100.0	11,402	100.0

SECTION VII

SERVICE

(Includes hospitals, hotels/motels, restaurants, schools
(excluding teachers), laundries, labour organizations,
motion picture theatres, etc.)

TABLE 1 EXPIRY DATES OF SELECTED AGREEMENTS

YEAR AND MONTH OF EXPIRATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
1983	29	48.3	19,608	48.1
MARCH	3	5.0	988	2.4
APRIL	1	1.7	150	.4
JUNE	3	5.0	988	2.4
OCTOBER	1	1.7	150	.4
DECEMBER	21	35.0	17,332	42.5
1984	29	48.3	19,079	46.8
MARCH	19	31.7	17,179	42.1
APRIL	2	3.3	377	.9
JUNE	2	3.3	247	.6
SEPTEMBER	1	1.7	300	.7
NOVEMBER	1	1.7	275	.7
DECEMBER	4	6.7	701	1.7
1985	2	3.3	2,090	5.1
FEBRUARY	1	1.7	400	1.0
MARCH	1	1.7	1,690	4.1
TOTAL	60	100.0	40,777	100.0

TABLE 2 DISTRIBUTION BY ECONOMIC REGION AND CENSUS DIVISION *

ECONOMIC REGION AND CENSUS DIVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
MEDICINE HAT	1	1.7	121	.3
CENSUS DIVISION NO. 1	1	1.7	121	.3
LETHBRIDGE	1	1.7	240	.6
CENSUS DIVISION NO. 2	1	1.7	240	.6
CALGARY / DRUMHELLER	17	28.3	8,547	21.0
CENSUS DIVISION NO. 6	17	28.3	8,547	21.0
RED DEER / WAINWRIGHT	1	1.7	380	.9
CENSUS DIVISION NO. 8	1	1.7	380	.9
EDMONTON / LLOYDMIN.	26	43.3	11,369	27.9
CENSUS DIVISION NO. 10	1	1.7	126	.3
CENSUS DIVISION NO. 11	24	40.0	10,993	27.0
MULTIPLE CENSUS DIVISIONS	1	1.7	250	.6
ATHABASCA	2	3.3	369	.9
CENSUS DIVISION NO. 12	2	3.3	369	.9
INTER-REGIONAL	4	6.7	891	2.2
PROVINCE WIDE	8	13.3	18,860	46.3
TOTAL	60	100.0	40,777	100.0

TABLE 3 DISTRIBUTION BY ECONOMIC REGION AND URBAN CENTRE **

ECONOMIC REGION AND URBAN CENTRE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
MEDICINE HAT	1	1.7	121	.3
MEDICINE HAT	1	1.7	121	.3
LETHBRIDGE	1	1.7	240	.6
LETHBRIDGE	1	1.7	240	.6
CALGARY / DRUMHELLER	17	28.3	8,547	21.0
CALGARY	16	26.7	8,417	20.6
REMAINDER	1	1.7	130	.3
RED DEER / WAINWRIGHT	1	1.7	380	.9
RED DEER	1	1.7	380	.9
EDMONTON / LLOYDMIN.	26	43.3	11,369	27.9
EDMONTON	23	38.3	10,849	26.6
ST ALBERT	1	1.7	144	.4
REMAINDER	2	3.3	376	.9
ATHABASCA	2	3.3	369	.9
FORT MCMURRAY	2	3.3	369	.9
TWO OR MORE REGIONS	4	6.7	891	2.2
PROVINCE WIDE	8	13.3	18,860	46.3
TOTAL	60	100.0	40,777	100.0

* For explanation see number 1 in the Definitions at page viii.

** For explanation see number 2 in the Definitions at page viii.

TABLE 4 UNIONS REPRESENTING EMPLOYEES COVERED BY AGREEMENTS

UNION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
A. U. P. E.	13	21.7	8,015	19.7
AARNA	2	3.3	4,653	11.4
C. U. P. E.	12	20.0	7,907	19.4
EMPLOYEES ASSOCIATION	12	20.0	5,321	13.0
HEALTH SCIENCE ASSOCIATION	9	15.0	3,366	8.3
HOTEL & RESTAURANT EMPL	4	6.7	701	1.7
MUSICIANS	1	1.7	150	.4
RAILWAY WORKERS	1	1.7	400	1.0
UNITED NURSES OF ALBERTA	6	10.0	10,264	25.2
TOTAL	60	100.0	40,777	100.0

TABLE 5 DURATION

DURATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
LESS THAN ONE YEAR	1	1.7	380	.9
ONE YEAR	9	15.0	2,919	7.2
BETWEEN ONE AND TWO YEARS	9	15.0	4,818	11.8
TWO YEARS	40	66.7	32,421	79.5
THREE YEARS	1	1.7	239	.6
TOTAL	60	100.0	40,777	100.0

TABLE 6 SIZE OF BARGAINING UNITS COVERED

SIZE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
100 - 199 EMPLOYEES	20	33.3	2,901	7.1
200 - 499 EMPLOYEES	23	38.3	6,751	16.6
500 - 999 EMPLOYEES	9	15.0	6,708	16.5
1,000 OR MORE EMPLOYEES	8	13.3	24,417	59.9
TOTAL	60	100.0	40,777	100.0

TABLE 7 TYPE OF BARGAINING UNIT COVERED *

TYPE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NON-OFFICE EMPLOYEES	15	25.0	4,270	10.5
OFFICE EMPLOYEES	2	3.3	1,380	3.4
PROFESSIONAL EMPLOYEES	14	23.3	17,838	43.7
NON-OFFICE AND OFFICE EMPLOYEES	19	31.7	13,207	32.4
NON-OFFICE AND PROFESSIONAL EMPLOYEES	2	3.3	532	1.3
OFFICE AND PROFESSIONAL EMPLOYEES	3	5.0	596	1.5
NON-OFFICE, OFFICE AND PROFESSIONAL EMPLOYEES	5	8.3	2,954	7.2
TOTAL	60	100.0	40,777	100.0

TABLE 8 NON-DISCRIMINATION PROVISIONS

NON-DISCRIMINATION PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	18.3	5,860	14.4
UNION MEMBERSHIP	15	25.0	10,897	26.7
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP	1	1.7	144	.4
RACE, RELIGION, NATIONALITY, SEX	1	1.7	572	1.4
RACE, RELIGION, UNION MEMBERSHIP, AGE, SEX, MARITAL STATUS	3	5.0	661	1.6
RACE, RELIGION, NATIONALITY, SEX, AGE, UNION MEMBERSHIP, MARITAL STATUS	25	41.7	20,166	49.5
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP, SEX, MARITAL STATUS	3	5.0	2,352	5.8
DISCRIMINATION PROHIBITED BUT TYPES OF DISCRIMINATION NOT SPECIFIED	1	1.7	125	.3
TOTAL	60	100.0	40,777	100.0

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* For explanation see number 3 in the Definitions at page viii.

TABLE 9 MANAGEMENTS RIGHTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	3.3	256	.6
GENERAL STATEMENT OF MANAGEMENT RIGHTS	8	13.3	1,612	4.0
ENUMERATED LIST OF MANAGEMENT RIGHTS	3	5.0	1,169	2.9
GENERAL STATEMENT OF MANAGEMENT RIGHTS, WITH RESIDUAL RIGHTS CLAUSE	20	33.3	19,787	48.5
ENUMERATED LIST OF MANAGEMENT RIGHTS, WITH RESIDUAL RIGHTS CLAUSE	27	45.0	17,953	44.0
TOTAL	60	100.0	40,777	100.0

TABLE 10 UNION MEMBERSHIP REQUIREMENTS *

MEMBERSHIP REQUIREMENTS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	32	53.3	22,619	55.5
CLOSED SHOP	2	3.3	300	.7
UNION SHOP	8	13.3	2,612	6.4
MODIFIED UNION SHOP	6	10.0	3,294	8.1
MAINTENANCE OF MEMBERSHIP	5	8.3	6,725	16.5
OTHER	7	11.7	5,227	12.8
TOTAL	60	100.0	40,777	100.0

TABLE 11 CHECK-OFF PAYMENTS

TYPE OF PAYMENT CHECK-OFF	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	3.3	256	.6
DUES CHECK-OFF ONLY	43	71.7	33,490	82.1
DUES AND INITIATION FEES	8	13.3	5,509	13.5
DUES AND ASSESSMENTS	3	5.0	740	1.8
DUES, INITIATION FEES AND ASSESSMENTS	3	5.0	632	1.5
DUES, INITIATION FEES AND FINES	1	1.7	150	.4
TOTAL	60	100.0	40,777	100.0

* For explanation see number 4 in the Definitions at page viii.

TABLE 12 UNION DUES CHECK-OFF

CHECK-OFF PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	3.3	256	.6
COMPULSORY FOR ALL EMPLOYEES COVERED BY THE AGREEMENT	55	91.7	39,797	97.6
VOLUNTARY FOR ALL EMPLOYEES COVERED BY THE AGREEMENT	1	1.7	400	1.0
UNION DUES CHECK-OFF BUT NOT SPECIFIED WHETHER COMPULSORY OR VOLUNTARY	2	3.3	324	.8
TOTAL	60	100.0	40,777	100.0

TABLE 13 PROBATIONARY PERIOD FOR NEWLY-HIRED EMPLOYEES

PROBATIONARY PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	5.0	571	1.4
30 CALENDAR DAYS	1	1.7	147	.4
45 WORKING DAYS	1	1.7	142	.3
60 WORKING DAYS	7	11.7	4,226	10.4
65 WORKING DAYS	4	6.7	2,612	6.4
90 WORKING DAYS	1	1.7	380	.9
2 MONTHS	5	8.3	6,777	16.6
3 MONTHS	14	23.3	15,247	37.4
5 MONTHS	1	1.7	280	.7
6 MONTHS	9	15.0	3,981	9.8
12 MONTHS	1	1.7	125	.3
VARIES BY OCCUPATION OR CLASSIFICATION	5	8.3	1,824	4.5
DEPENDS ON RELATED EXPERIENCE OR QUALIFICATIONS	2	3.3	2,025	5.0
OTHER	6	10.0	2,440	6.0
TOTAL	60	100.0	40,777	100.0

TABLE 14 TYPE OF SENIORITY UNIT FOR LAYOFFS, PROMOTIONS, TRANSFERS

SENIORITY UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	15	25.0	3,758	9.2
COMPANY	14	23.3	13,432	32.9
PLANT	2	3.3	1,766	4.3
DEPARTMENT	11	18.3	8,301	20.4
JOB OR OCCUPATIONAL CLASSIFICATION	1	1.7	400	1.0
COMBINATION OF COMPANY AND DEPARTMENT	2	3.3	2,689	6.6
COMBINATION OF COMPANY AND JOB OR OCCUPATIONAL CLASSIFICATION	1	1.7	4,500	11.0
COMBINATION OF PLANT AND DEPARTMENT	3	5.0	483	1.2
COMBINATION OF DEPARTMENT AND JOB OR OCCUPATIONAL CLASSIFICATION	1	1.7	1,690	4.1
NOT SPECIFIED	10	16.7	3,758	9.2
TOTAL	60	100.0	40,777	100.0

TABLE 15 RETENTION OF SENIORITY OR RECALL RIGHTS DURING LAY-OFF

RETENTION PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	15	25.0	4,393	10.8
1 MONTH	1	1.7	211	.5
3 MONTHS	1	1.7	239	.6
6 MONTHS	27	45.0	26,012	63.8
12 MONTHS	9	15.0	2,029	5.0
PERIOD RELATED TO LENGTH OF SERVICE, NO MAXIMUM	1	1.7	1,200	2.9
NO REFERENCE TO DURATION OF SENIORITY OR RECALL RIGHTS	6	10.0	6,693	16.4
TOTAL	60	100.0	40,777	100.0

TABLE 16 ADVANCE NOTICE OF LAY-OFF

LENGTH OF NOTICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	31.7	5,235	12.8
48 HOURS	1	1.7	400	1.0
14 CALENDAR DAYS	18	30.0	20,785	51.0
28 CALENDAR DAYS	1	1.7	125	.3
30 CALENDAR DAYS	1	1.7	250	.6
5 WORKING DAYS	8	13.3	3,186	7.8
10 WORKING DAYS	6	10.0	4,116	10.1
14 WORKING DAYS	1	1.7	4,299	10.5
15 WORKING DAYS	1	1.7	145	.4
20 WORKING DAYS	1	1.7	126	.3
2 WEEKS	1	1.7	240	.6
VARIES WITH LENGTH OF SERVICE	1	1.7	180	.4
OTHER	1	1.7	1,690	4.1
TOTAL	60	100.0	40,777	100.0

TABLE 17 PAY IN LIEU OF NOTICE OF LAY-OFF

AMOUNT OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	41.7	16,547	40.6
5 DAYS PAY	8	13.3	3,186	7.8
10 DAYS PAY	4	6.7	2,144	5.3
14 DAYS PAY	9	15.0	11,953	29.3
15 DAYS PAY	1	1.7	145	.4
30 DAYS PAY	1	1.7	250	.6
TWO WEEKS PAY	10	16.7	4,682	11.5
VARIES WITH LENGTH OF SERVICE	1	1.7	180	.4
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.7	1,690	4.1
TOTAL	60	100.0	40,777	100.0

TABLE 18 ADVANCE NOTICE OF TERMINATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	31	51.7	25,832	63.3
PROVISION EXISTS FOR ADVANCE NOTICE ONLY	9	15.0	3,479	8.5
PROVISION EXISTS FOR ADVANCE NOTICE OR PAY IN LIEU OF NOTICE	20	33.3	11,466	28.1
TOTAL	60	100.0	40,777	100.0

TABLE 19 JOB POSTING

POSTING PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	13.3	1,826	4.5
5 CALENDAR DAYS	11	18.3	6,350	15.6
6 CALENDAR DAYS	13	21.7	13,499	33.1
7 CALENDAR DAYS	7	11.7	3,208	7.9
8 CALENDAR DAYS	7	11.7	11,958	29.3
14 CALENDAR DAYS	1	1.7	250	.6
5 WORKING DAYS	10	16.7	3,191	7.8
1 WEEKS	1	1.7	224	.5
NOT SPECIFIED	2	3.3	271	.7
TOTAL	60	100.0	40,777	100.0

TABLE 20 ROLE OF SENIORITY IN PROMOTIONS

SENIORITY IN PROMOTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	13.3	1,675	4.1
SOLE FACTOR	1	1.7	400	1.0
PRIMARY FACTOR	6	10.0	1,041	2.6
SECONDARY FACTOR	34	56.7	26,890	65.9
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	11	18.3	10,771	26.4
TOTAL	60	100.0	40,777	100.0

TABLE 21 ROLE OF SENIORITY IN TRANSFERS

SENIORITY IN TRANSFERS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	20.0	3,710	9.1
SOLE FACTOR	2	3.3	542	1.3
PRIMARY FACTOR	4	6.7	594	1.5
SECONDARY FACTOR	31	51.7	26,418	64.8
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	11	18.3	9,513	23.3
TOTAL	60	100.0	40,777	100.0

TABLE 22 ROLE OF SENIORITY IN LAY-OFFS

SENIORITY IN LAY-OFFS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	11.7	1,940	4.8
SOLE FACTOR	14	23.3	6,046	14.8
PRIMARY FACTOR	13	21.7	13,332	32.7
SECONDARY FACTOR	24	40.0	19,193	47.1
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	2	3.3	266	.7
TOTAL	60	100.0	40,777	100.0

TABLE 23 EMPLOYEE GRIEVANCE - INITIAL PRESENTATION

GRIEVANCE PRESENTED BY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	1.7	150	.4
EMPLOYEE ONLY	9	15.0	16,859	41.3
EMPLOYEES WITH OR WITHOUT UNION REPRESENTATIVE	48	80.0	22,906	56.2
GRIEVANCE COMMITTEE ONLY	2	3.3	862	2.1
TOTAL	60	100.0	40,777	100.0

TABLE 24 SPECIAL GRIEVANCE PROCEDURE - DISCIPLINE & DISMISSAL CASES

SPECIAL PROCEDURE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	50.0	20,684	50.7
NUMBER OF STEPS IN THE GRIEVANCE PROCEDURE IS REDUCED	19	31.7	16,446	40.3
DURATION OF DELAYS BETWEEN STEPS IS REDUCED	5	8.3	1,790	4.4
NUMBER OF STEPS AND DURATION OF DELAYS BETWEEN STEPS IS REDUCED	3	5.0	1,207	3.0
OTHER	3	5.0	650	1.6
TOTAL	60	100.0	40,777	100.0

TABLE 25 GRIEVANCE ARBITRATION - NUMBER OF ARBITRATORS

NUMBER OF ARBITRATORS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	3.3	773	1.9
SPECIFIC PROVISION FOR SINGLE ARBITRATOR	7	11.7	1,295	3.2
SPECIFIC PROVISION FOR PANEL/BOARD OF ARBITRATORS	24	40.0	14,799	36.3
PROVISION FOR SINGLE ARBITRATOR OR BOARD OF ARBITRATORS	27	45.0	23,910	58.6
TOTAL	60	100.0	40,777	100.0

TABLE 26 SCHEDULED WORK-WEEK (NUMBER OF DAYS)

DAYS PER WEEK	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	1.7	150	.4
FIVE DAYS A WEEK	49	81.7	31,668	77.7
WORK DAYS VARY FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.7	939	2.3
WORK DAYS NOT SPECIFIED OR CANNOT BE DETERMINED	8	13.3	3,721	9.1
OTHER	1	1.7	4,299	10.5
TOTAL	60	100.0	40,777	100.0

TABLE 27 STANDARD DAILY HOURS *

NUMBER OF HOURS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	1.7	150	.4
6-3/4 HOURS	1	1.7	150	.4
7 HOURS	5	8.3	1,147	2.8
7-1/2 HOURS	5	8.3	1,661	4.1
7-3/4 HOURS	25	41.7	27,590	67.7
8 HOURS	8	13.3	1,965	4.8
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	12	20.0	6,884	16.9
VARIES FOR DIFFERENT SEASONS	1	1.7	785	1.9
NOT SPECIFIED	2	3.3	445	1.1
TOTAL	60	100.0	40,777	100.0

* For explanation see number 5 in the Definitions at page viii.

TABLE 28 STANDARD OR AVERAGE WEEKLY HOURS

NUMBER OF HOURS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	1.7	150	.4
33-3/4 HOURS	1	1.7	150	.4
35 HOURS	6	10.0	1,447	3.5
37-1/2 HOURS	6	10.0	1,806	4.4
38-3/4 HOURS	21	35.0	22,415	55.0
40 HOURS	8	13.3	1,965	4.8
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	12	20.0	6,884	16.9
VARIES FOR DIFFERENT SEASONS	1	1.7	785	1.9
NOT SPECIFIED	3	5.0	876	2.1
OTHER	1	1.7	4,299	10.5
TOTAL	60	100.0	40,777	100.0

TABLE 29 PAID MEAL PERIOD PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	52	86.7	38,212	93.7
MEAL PERIOD PAID ON 2ND SHIFT ONLY	1	1.7	785	1.9
MEAL PERIOD PAID ON OVERTIME WORK	6	10.0	1,633	4.0
OTHER	1	1.7	147	.4
TOTAL	60	100.0	40,777	100.0

TABLE 30 COMPRESSED WORK WEEK AND FLEXTIME

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	31	51.7	13,707	33.6
PROVISION FOR FLEX-TIME	5	8.3	3,826	9.4
PROVISION FOR COMPRESSED WORK-WEEK	8	13.3	13,877	34.0
PROVISION FOR BOTH FLEX-TIME AND COMPRESSED WORK-WEEK	16	26.7	9,367	23.0
TOTAL	60	100.0	40,777	100.0

TABLE 31 OVERTIME RATE AFTER SCHEDULED DAILY HOURS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	5.0	646	1.6
TIME AND ONE-HALF	6	10.0	1,592	3.9
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 2 HOURS	11	18.3	6,474	15.9
DOUBLE TIME AFTER 3 HOURS	6	10.0	7,240	17.8
DOUBLE TIME AFTER 4 HOURS	2	3.3	544	1.3
DOUBLE TIME	5	8.3	966	2.4
1.00 TIME OFF OR PAY @ 1.50 INCREASED TO				
2.00 TIME/PAY AFTER 2 HOURS	1	1.7	1,563	3.8
2.00 TIME/PAY AFTER 3 HOURS	1	1.7	240	.6
OTHER	2	3.3	1,092	2.7
1.50 TIME OFF OR PAY AT 1.50 TIME	1	1.7	785	1.9
1.50 TIME OFF OR PAY @ 1.50 INCREASED TO				
2.00 TIME/PAY AFTER 2 HOURS	7	11.7	6,138	15.1
2.00 TIME/PAY AFTER 3 HOURS	6	10.0	11,704	28.7
2.00 TIME/PAY AFTER 4 HOURS	2	3.3	430	1.1
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	4	6.7	876	2.1
2.00 TIME OFF OR PAY @ 2.00 INCREASED TO				
OTHER	1	1.7	121	.3
NOT SPECIFIED	1	1.7	142	.3
OTHER	1	1.7	224	.5
TOTAL	60	100.0	40,777	100.0

TABLE 32 OVERTIME RATE AFTER SCHEDULED WEEKLY HOURS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	46	76.7	35,438	86.9
TIME AND ONE-HALF	4	6.7	842	2.1
DOUBLE TIME	3	5.0	696	1.7
1.50 TIME OFF OR PAY AT 1.50 TIME	4	6.7	2,971	7.3
1.50 TIME OFF OR PAY @ 1.50 INCREASED TO				
2.00 TIME/PAY AFTER 4 HOURS	1	1.7	250	.6
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	2	3.3	580	1.4
TOTAL	60	100.0	40,777	100.0

TABLE 33 OVERTIME RATE FOR SATURDAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	53	88.3	39,023	95.7
TIME AND ONE-HALF	1	1.7	350	.9
DOUBLE TIME	4	6.7	935	2.3
1.50 TIME OFF OR PAY AT 1.50 TIME	1	1.7	323	.8
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	1	1.7	146	.4
TOTAL	60	100.0	40,777	100.0

TABLE 34 OVERTIME RATE FOR SUNDAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	52	86.7	38,743	95.0
TIME AND ONE-HALF	1	1.7	350	.9
DOUBLE TIME	4	6.7	935	2.3
1.50 TIME OFF OR PAY AT 1.50 TIME	1	1.7	323	.8
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	2	3.3	426	1.0
TOTAL	60	100.0	40,777	100.0

TABLE 35 OVERTIME RATE ON SIXTH DAY (NOT SCHEDULED) *

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	21.7	3,469	8.5
TIME AND ONE-HALF	12	20.0	4,783	11.7
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 2 HOURS	4	6.7	3,748	9.2
DOUBLE TIME AFTER 3 HOURS	3	5.0	5,136	12.6
DOUBLE TIME AFTER 7 3/4 HOURS	1	1.7	128	.3
OTHER	1	1.7	535	1.3
DOUBLE TIME	6	10.0	2,714	6.7
EQUIVALENT TIME OFF OR PAY AT 1.50 TIME	2	3.3	563	1.4
1.00 TIME OFF OR PAY @ 1.50 INCREASED TO				
OTHER	2	3.3	1,092	2.7
1.50 TIME OFF OR PAY AT 1.50 TIME	3	5.0	710	1.7
1.50 TIME OFF OR PAY @ 1.50 INCREASED TO				
2.00 TIME/PAY AFTER 2 HOURS	2	3.3	4,922	12.1
2.00 TIME/PAY AFTER 3 HOURS	1	1.7	1,690	4.1
2.00 TIME/PAY AFTER 4 HOURS	1	1.7	250	.6
2.00 TIME/PAY AFTER 7 3/4 HOURS	4	6.7	9,886	24.2
INCREASED RATE VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.7	126	.3
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	3	5.0	801	2.0
OTHER	1	1.7	224	.5
TOTAL	60	100.0	40,777	100.0

TABLE 36 OVERTIME RATE ON SEVENTH DAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	20.0	3,323	8.1
TIME AND ONE-HALF	3	5.0	469	1.2
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 2 HOURS	4	6.7	3,748	9.2
DOUBLE TIME AFTER 3 HOURS	3	5.0	5,136	12.6
DOUBLE TIME AFTER 7 3/4 HOURS	1	1.7	128	.3
DOUBLE TIME	17	28.3	7,709	18.9
EQUIVALENT TIME OFF OR PAY AT 1.50 TIME	1	1.7	323	.8
1.50 TIME OFF OR PAY @ 1.50 INCREASED TO				
2.00 TIME/PAY AFTER 4 HOURS	1	1.7	250	.6
2.00 TIME/PAY AFTER 7 3/4 HOURS	4	6.7	9,886	24.2
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	11	18.3	8,489	20.8
OTHER	3	5.0	1,316	3.2
TOTAL	60	100.0	40,777	100.0

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* For explanation see number 6 in the Definitions at page viii.

TABLE 37 **PAYMENT FOR OR SUPPLY OF MEALS**

AMOUNT OF PAYMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	56	93.3	39,247	96.2
MEALS FURNISHED BY EMPLOYER AFTER				
1 HOURS OF OVERTIME	1	1.7	925	2.3
2 HOURS OF OVERTIME	2	3.3	381	.9
OTHER	1	1.7	224	.5
TOTAL	60	100.0	40,777	100.0

TABLE 38 **RIGHT TO REFUSE OVERTIME**

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	58	96.7	40,327	98.9
PROVISION EXISTS	2	3.3	450	1.1
TOTAL	60	100.0	40,777	100.0

TABLE 39 **PREMIUM PAY FOR WORK ON SCHEDULED SATURDAY**

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	37	61.7	12,163	29.8
CENTS PER HOUR				
25.0 CENTS	4	6.7	2,519	6.2
50.0 CENTS	18	30.0	25,795	63.3
NOT SPECIFIED	1	1.7	300	.7
TOTAL	60	100.0	40,777	100.0

TABLE 40 **PREMIUM PAY FOR WORK ON SCHEDULED SUNDAY**

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	37	61.7	12,163	29.8
CENTS PER HOUR				
25.0 CENTS	3	5.0	829	2.0
30.0 CENTS	1	1.7	1,690	4.1
50.0 CENTS	18	30.0	25,795	63.3
NOT SPECIFIED	1	1.7	300	.7
TOTAL	60	100.0	40,777	100.0

TABLE 41 SECOND SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	21.7	3,376	8.3
CENTS PER HOUR				
25.0 CENTS	3	5.0	603	1.5
30.0 CENTS	3	5.0	2,051	5.0
35.0 CENTS	1	1.7	623	1.5
38.0 CENTS	1	1.7	180	.4
45.0 CENTS	1	1.7	145	.4
50.0 CENTS	2	3.3	296	.7
60.0 CENTS	1	1.7	271	.7
74.0 CENTS	1	1.7	239	.6
75.0 CENTS	4	6.7	1,221	3.0
100.0 CENTS	21	35.0	15,257	37.4
PER CENT OF WAGES				
15.0 PER CENT	1	1.7	275	.7
NOT SPECIFIED	1	1.7	300	.7
OTHER	7	11.7	15,940	39.1
TOTAL	60	100.0	40,777	100.0

TABLE 42 THIRD SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	20.0	2,491	6.1
CENTS PER HOUR				
15.0 CENTS	1	1.7	785	1.9
25.0 CENTS	2	3.3	473	1.2
30.0 CENTS	1	1.7	130	.3
35.0 CENTS	4	6.7	2,674	6.6
38.0 CENTS	1	1.7	180	.4
50.0 CENTS	2	3.3	296	.7
55.0 CENTS	1	1.7	145	.4
60.0 CENTS	1	1.7	271	.7
74.0 CENTS	1	1.7	239	.6
75.0 CENTS	4	6.7	1,221	3.0
100.0 CENTS	20	33.3	15,007	36.8
FLAT AMOUNT PER MONTH				
$55.00 PER MONTH	1	1.7	350	.9
PER CENT OF WAGES				
15.0 PER CENT	1	1.7	275	.7
NOT SPECIFIED	1	1.7	300	.7
OTHER	7	11.7	15,940	39.1
TOTAL	60	100.0	40,777	100.0

TABLE 43 SPLIT SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	56	93.3	39,835	97.7
CENTS PER HOUR				
50.0 CENTS	2	3.3	421	1.0
60.0 CENTS	1	1.7	121	.3
FLAT AMOUNT PER SHIFT				
$12.50 PER SHIFT	1	1.7	400	1.0
TOTAL	60	100.0	40,777	100.0

TABLE 44 PREMIUM PAY FOR DIRTY WORK

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	58	96.7	39,426	96.7
OTHER	2	3.3	1,351	3.3
TOTAL	60	100.0	40,777	100.0

TABLE 45 PREMIUM PAY FOR HAZARDOUS WORK

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	59	98.3	39,214	96.2
CENTS PER HOUR				
50 CENTS	1	1.7	1,563	3.8
TOTAL	60	100.0	40,777	100.0

TABLE 46 PREMIUM PAY FOR ABNORMAL WORKING CONDITIONS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	42	70.0	24,218	59.4
NOT SPECIFIED	2	3.3	575	1.4
OTHER	16	26.7	15,984	39.2
TOTAL	60	100.0	40,777	100.0

TABLE 47 STAND-BY OR ON-CALL ADJUSTMENTS

PAY PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	27	45.0	13,375	32.8
PROVISION EXISTS	33	55.0	27,402	67.2
TOTAL	60	100.0	40,777	100.0

TABLE 48 REPORTING PAY GUARANTEES

MINIMUM GUARANTEE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	27	45.0	16,871	41.4
2.0 HOURS OF WORK OR PAY	13	21.7	10,191	25.0
3.0 HOURS OF WORK OR PAY	12	20.0	8,831	21.7
4.0 HOURS OF WORK OR PAY	7	11.7	4,312	10.6
GRADUATED PAYMENTS	1	1.7	572	1.4
TOTAL	60	100.0	40,777	100.0

TABLE 49 CALL-BACK PAY GUARANTEE

MINIMUM GUARANTEE AND RATE OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	10.0	1,083	2.7
MINIMUM OF 2.0 HOURS AT				
TIME AND ONE-HALF	6	10.0	3,509	8.6
DOUBLE TIME	5	8.3	2,151	5.3
MINIMUM OF 3.0 HOURS AT				
STRAIGHT TIME	2	3.3	749	1.8
TIME AND ONE-HALF	2	3.3	322	.8
MINIMUM OF 4.0 HOURS AT TIME AND ONE-HALF	2	3.3	972	2.4
MINIMUM OF 2.0 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	6	10.0	1,740	4.3
MINIMUM OF 3.0 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	1	1.7	1,750	4.3
MINIMUM OF 4.0 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	4	6.7	5,663	13.9
MINIMUM OF 1.0 HOURS AT APPLICABLE OVERTIME RATE	1	1.7	145	.4
MINIMUM OF 2.0 HOURS AT APPLICABLE OVERTIME RATE	10	16.7	8,141	20.0
MINIMUM OF 3.0 HOURS AT APPLICABLE OVERTIME RATE	9	15.0	11,601	28.4
MINIMUM OF 4.0 HOURS AT APPLICABLE OVERTIME RATE	2	3.3	1,930	4.7
MINIMUM OF 3.0 HOURS, RATE NOT SPECIFIED	1	1.7	350	.9
OTHER	3	5.0	671	1.6
TOTAL	60	100.0	40,777	100.0

TABLE 50 WAGE OR EMPLOYMENT GUARANTEES

GUARANTEE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	59	98.3	40,502	99.3
WEEKLY GUARANTEE, LIMITED TO SPECIFIED NUMBER OF EMPL. OR OCCUPATIONAL GROUPS	1	1.7	275	.7
TOTAL	60	100.0	40,777	100.0

TABLE 51 PAY ON TEMPORARY TRANSFERS TO LOWER-RATED JOBS

RATE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	45	75.0	32,109	78.7
EMPLOYEE RETAINS HIS RATE FOR DURATION OF TRANSFER	13	21.7	8,348	20.5
EMPLOYEE RETAINS HIS RATE ONLY FOR A SPECIFED PERIOD	2	3.3	320	.8
TOTAL	60	100.0	40,777	100.0

TABLE 52 PAY ON TEMPORARY TRANSFERS TO HIGHER-RATED JOBS

RATE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	6.7	957	2.3
EMPLOYEE PAID HIGHER RATE FOR DURATION OF TRANSFER	5	8.3	1,644	4.0
EMPLOYEE PAID HIGHER RATE ONLY AFTER A SPECIFIED PERIOD	51	85.0	38,176	93.6
TOTAL	60	100.0	40,777	100.0

TABLE 53 PAID REST OR RELIEF PERIODS

DAILY TIME ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	18.3	3,318	8.1
1 PERIOD 15 MINUTES EACH	1	1.7	150	.4
2 PERIODS, 10 MINUTES EACH	3	5.0	696	1.7
2 PERIODS, 15 MINUTES EACH	34	56.7	31,315	76.8
2 PERIODS, 20 MINUTES EACH	1	1.7	145	.4
2 PERIODS, DURATION VARIES FOR MORNING AND AFTERNOON	1	1.7	146	.4
PERIODS AND DURATION NOT SPECIFIED	1	1.7	239	.6
OTHER	8	13.3	4,768	11.7
TOTAL	60	100.0	40,777	100.0

TABLE 54 PAID CLEAN-UP OR CLOTHES CHANGING TIME

DAILY TIME ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	60	100.0	40,777	100.0
TOTAL	60	100.0	40,777	100.0

TABLE 55 NUMBER OF PAID HOLIDAYS

ANNUAL ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	1.7	150	.4
10 FULL HOLIDAYS	5	8.3	975	2.4
10 FULL HOLIDAYS PLUS 2 HALF HOLIDAYS	1	1.7	125	.3
11 FULL HOLIDAYS	31	51.7	31,660	77.6
11 FULL HOLIDAYS PLUS 1 HALF HOLIDAY	3	5.0	1,235	3.0
11 FULL HOLIDAYS PLUS 2 HALF HOLIDAYS	1	1.7	146	.4
11 FULL HOLIDAYS PLUS 3 HALF HOLIDAYS	1	1.7	239	.6
12 FULL HOLIDAYS	11	18.3	3,543	8.7
12 FULL HOLIDAYS PLUS 1 HALF HOLIDAY	2	3.3	2,013	4.9
12 FULL HOLIDAYS PLUS 5 HALF HOLIDAYS	1	1.7	224	.5
13 FULL HOLIDAYS	1	1.7	240	.6
14 FULL HOLIDAYS	1	1.7	106	.3
PROVISION FOR PAID HOLIDAYS BUT NUMBER NOT SPECIFIED	1	1.7	121	.3
TOTAL	60	100.0	40,777	100.0

TABLE 56 YEAR-END HOLIDAY PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	59	98.3	40,632	99.6
PROVISION EXISTS	1	1.7	145	.4
TOTAL	60	100.0	40,777	100.0

TABLE 57 SERVICE REQUIREMENTS FOR HOLIDAY PAY

PERIOD OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	50	83.3	37,786	92.7
30 CALENDAR DAYS	1	1.7	133	.3
30 WORKING DAYS	1	1.7	400	1.0
65 WORKING DAYS	2	3.3	530	1.3
3 MONTHS	3	5.0	583	1.4
6 MONTHS	1	1.7	106	.3
OTHER	2	3.3	1,239	3.0
TOTAL	60	100.0	40,777	100.0

TABLE 58 WORK REQUIREMENTS FOR HOLIDAY PAY

WORK REQUIREMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	21.7	3,801	9.3
DAY BEFORE AND AFTER HOLIDAY	45	75.0	36,429	89.3
DURING HOLIDAY WEEK OR OTHER PERIOD	2	3.3	547	1.3
TOTAL	60	100.0	40,777	100.0

TABLE 59 LOSS OF HOLIDAY PAY - FAILURE TO REPORT FOR SCHEDULED WORK

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	28	46.7	8,928	21.9
PROVISION EXISTS	32	53.3	31,849	78.1
TOTAL	60	100.0	40,777	100.0

TABLE 60 PAY FOR HOLIDAYS FALLING ON SATURDAY

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	49	81.7	38,543	94.5
PRECEDING FRIDAY OFF WITH PAY	1	1.7	106	.3
FOLLOWING MONDAY OFF WITH PAY	7	11.7	1,487	3.6
PRECEDING FRIDAY OR FOLLOWING MONDAY OFF WITH PAY	2	3.3	251	.6
ANOTHER DAY OFF WITH PAY	1	1.7	390	1.0
TOTAL	60	100.0	40,777	100.0

TABLE 61 PAY FOR HOLIDAYS FALLING ON SUNDAY

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	48	80.0	38,263	93.8
FOLLOWING MONDAY OFF WITH PAY	8	13.3	1,593	3.9
PRECEDING FRIDAY OR FOLLOWING MONDAY OFF WITH PAY	2	3.3	251	.6
ANOTHER DAY OFF WITH PAY	2	3.3	670	1.6
TOTAL	60	100.0	40,777	100.0

TABLE 62 COMPENSATION FOR HOLIDAYS FALLING WITHIN VACATION PERIOD

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	11.7	2,814	6.9
EXTRA DAYS VACATION WITH PAY	40	66.7	28,757	70.5
EXTRA DAYS VACATION WITH PAY OR EXTRA DAYS PAY	13	21.7	9,206	22.6
TOTAL	60	100.0	40,777	100.0

TABLE 63 COMPENSATION FOR HOLIDAYS FALLING ON SCHEDULED DAYS OFF

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	15	25.0	4,002	9.8
EXTRA DAY OFF WITH PAY	31	51.7	22,815	56.0
EXTRA DAY OFF OR EXTRA DAYS PAY	14	23.3	13,960	34.2
TOTAL	60	100.0	40,777	100.0

TABLE 64 COMPENSATION FOR WORK ON PAID HOLIDAYS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	8.3	1,110	2.7
TIME AND ONE-HALF PLUS HOLIDAY PAY	2	3.3	715	1.8
DOUBLE TIME PLUS HOLIDAY PAY	6	10.0	1,210	3.0
TIME AND ONE-HALF, PLUS ANOTHER DAY OFF WITH PAY	19	31.7	21,501	52.7
STRAIGHT TIME PLUS HOLIDAY PAY OR ANOTHER DAY OFF WITH PAY	1	1.7	180	.4
TIME AND ONE-HALF PLUS HOLIDAY PAY OR ANOTHER DAY OFF WITH PAY	12	20.0	9,290	22.8
DOUBLE TIME PLUS HOLIDAY PAY OR ANOTHER DAY OFF WITH PAY	1	1.7	146	.4
ANOTHER DAY OFF WITH PAY OR AN EXTRA DAYS PAY PLUS HOLIDAY PAY	2	3.3	1,153	2.8
STRAIGHT TIME OR EQUIVALENT TIME OFF PLUS HOLIDAY PAY	1	1.7	300	.7
TIME AND ONE-HALF OR EQUIVALENT TIME OFF PLUS HOLIDAY PAY	1	1.7	390	1.0
TIME AND ONE-HALF OR TIME AND ONE-HALF OFF PLUS HOLIDAY PAY	2	3.3	449	1.1
DOUBLE TIME OR DOUBLE TIME OFF PLUS HOLIDAY PAY	3	5.0	1,051	2.6
VARIES WITH NUMBER OF HOURS WORKED OR FOR DIFFERENT HOLIDAYS	2	3.3	1,930	4.7
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.7	400	1.0
NOT SPECIFIED	1	1.7	380	.9
OTHER	1	1.7	572	1.4
TOTAL	60	100.0	40,777	100.0

TABLE 65 LENGTH OF SERVICE FOR TWO WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	40.0	11,132	27.3
SIX MONTHS BUT LESS THAN ONE YEAR	27	45.0	27,552	67.6
1 YEAR	5	8.3	943	2.3
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	4	6.7	1,150	2.8
TOTAL	60	100.0	40,777	100.0

* For explanation see number 7 in the Definitions at page viii.

TABLE 66 LENGTH OF SERVICE FOR THREE WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	5.0	571	1.4
1 YEAR	42	70.0	27,908	68.4
2 YEARS	2	3.3	263	.6
3 YEARS	1	1.7	400	1.0
4 YEARS	1	1.7	147	.4
5 YEARS	1	1.7	133	.3
10 YEARS	1	1.7	125	.3
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	9	15.0	11,230	27.5
TOTAL	60	100.0	40,777	100.0

TABLE 67 LENGTH OF SERVICE FOR FOUR WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	6.7	846	2.1
1 YEAR	2	3.3	231	.6
2 YEARS	2	3.3	400	1.0
3 YEARS	1	1.7	121	.3
4 YEARS	20	33.3	19,422	47.6
5 YEARS	4	6.7	1,819	4.5
6 YEARS	1	1.7	224	.5
7 YEARS	1	1.7	145	.4
8 YEARS	10	16.7	5,098	12.5
9 YEARS	1	1.7	400	1.0
10 YEARS	3	5.0	614	1.5
12 YEARS	1	1.7	133	.3
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	10	16.7	11,324	27.8
TOTAL	60	100.0	40,777	100.0

* For explanation see number 7 in the Definitions at page viii.

TABLE 68 LENGTH OF SERVICE FOR FIVE WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	11.7	1,279	3.1
7 YEARS	1	1.7	250	.6
10 YEARS	3	5.0	396	1.0
12 YEARS	1	1.7	142	.3
14 YEARS	1	1.7	925	2.3
15 YEARS	18	30.0	13,017	31.9
17 YEARS	9	15.0	12,385	30.4
18 YEARS	13	21.7	10,623	26.1
19 YEARS	1	1.7	144	.4
20 YEARS	4	6.7	1,093	2.7
25 YEARS	1	1.7	133	.3
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.7	390	1.0
TOTAL	60	100.0	40,777	100.0

TABLE 69 LENGTH OF SERVICE FOR SIX WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	49	81.7	36,868	90.4
15 YEARS	2	3.3	392	1.0
24 YEARS	2	3.3	450	1.1
25 YEARS	5	8.3	2,277	5.6
30 YEARS	1	1.7	400	1.0
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.7	390	1.0
TOTAL	60	100.0	40,777	100.0

* For explanation see number 7 in the Definitions at page viii.

TABLE 70 MAXIMUM PAID VACATION *

MAXIMUM VACATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	5.0	571	1.4
THREE WEEKS	1	1.7	275	.7
FOUR WEEKS	3	5.0	411	1.0
FIVE WEEKS	41	68.3	35,464	87.0
SIX WEEKS	10	16.7	3,519	8.6
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.7	390	1.0
NOT SPECIFIED	1	1.7	147	.4
TOTAL	60	100.0	40,777	100.0

TABLE 71 PAY IN LIEU OF VACATIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	54	90.0	36,918	90.5
PROVISION EXISTS	6	10.0	3,859	9.5
TOTAL	60	100.0	40,777	100.0

TABLE 72 PAID SICK LEAVE (CASUAL ILLNESS) **

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	18.3	1,986	4.9
CASUAL ILLNESS LEAVE	25	41.7	24,882	61.0
GENERAL ILLNESS LEAVE	1	1.7	130	.3
COMBINATION CASUAL AND GENERAL ILLNESS LEAVE	23	38.3	13,779	33.8
TOTAL	60	100.0	40,777	100.0

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* For explanation see number 7 in the Definitions at page viii.

** For explanation see number 8 in the Definitions at page viii.

TABLE 73 SERVICE REQUIREMENTS FOR PAID SICK LEAVE *

PERIOD OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	35.0	5,327	13.1
45 WORKING DAYS	1	1.7	142	.3
60 WORKING DAYS	2	3.3	3,213	7.9
65 WORKING DAYS	3	5.0	1,730	4.2
1 MONTHS	2	3.3	464	1.1
2 MONTHS	3	5.0	5,438	13.3
3 MONTHS	15	25.0	18,292	44.9
5 MONTHS	1	1.7	280	.7
6 MONTHS	1	1.7	350	.9
12 MONTHS	7	11.7	2,469	6.1
OTHER	4	6.7	3,072	7.5
TOTAL	60	100.0	40,777	100.0

TABLE 74 AMOUNT OF PAID SICK LEAVE *

AMOUNT OF LEAVE PER YEAR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	21.7	3,055	7.5
3 DAYS	1	1.7	400	1.0
10 DAYS	6	10.0	3,594	8.8
12 DAYS	1	1.7	323	.8
15 DAYS	3	5.0	478	1.2
18 DAYS	26	43.3	30,015	73.6
20 DAYS	1	1.7	390	1.0
22 DAYS	2	3.3	1,024	2.5
24 DAYS	2	3.3	471	1.2
VARIES WITH LENGTH OF SERVICE	5	8.3	1,027	2.5
TOTAL	60	100.0	40,777	100.0

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* For explanation see number 8 in the Definitions at page viii.

TABLE 75 MAXIMUM ACCUMULATION OF UNUSED SICK LEAVE *

MAXIMUM ACCUMULATION ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	28.3	5,323	13.1
UNDER 60 DAYS	1	1.7	194	.5
60 - 89 DAYS	3	5.0	750	1.8
90 - 119 DAYS	7	11.7	2,412	5.9
120 - 149 DAYS	24	40.0	26,690	65.5
150 - 179 DAYS	2	3.3	1,024	2.5
180 - 209 DAYS	5	8.3	4,233	10.4
VARIES WITH LENGTH OF SERVICE	1	1.7	151	.4
TOTAL	60	100.0	40,777	100.0

TABLE 76 PAYMENT OF UNUSED SICK LEAVE ON TERMINATION OF EMPLOYMENT *

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	59	98.3	39,852	97.7
VARIES WITH LENGTH OF SERVICE	1	1.7	925	2.3
TOTAL	60	100.0	40,777	100.0

TABLE 77 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID ON TERMINATION *

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	59	98.3	39,852	97.7
30 DAYS	1	1.7	925	2.3
TOTAL	60	100.0	40,777	100.0

TABLE 78 PAYMENT FOR UNUSED SICK LEAVE ON RETIREMENT *

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	59	98.3	40,635	99.7
PER CENT OF UNUSED ALLOWANCE PAID FOR UNDER PLANS SPECIFYING PAYMENT 50.0 PER CENT	1	1.7	142	.3
TOTAL	60	100.0	40,777	100.0

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* For explanation see number 8 in the Definitions at page viii.

TABLE 79 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID ON RETIREMENT *

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	60	100.0	40,777	100.0
TOTAL	60	100.0	40,777	100.0

TABLE 80 PAYMENT FOR UNUSED SICK LEAVE ON DEATH *

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	60	100.0	40,777	100.0
TOTAL	60	100.0	40,777	100.0

TABLE 81 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID FOR ON DEATH *

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	60	100.0	40,777	100.0
TOTAL	60	100.0	40,777	100.0

TABLE 82 INJURY PAY PROVISIONS **

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	49	81.7	36,082	88.5
PROVISION EXISTS	11	18.3	4,695	11.5
TOTAL	60	100.0	40,777	100.0

TABLE 83 WORKERS COMPENSATION PAY SUPPLEMENTS

AMOUNT OF SUPPLEMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	21.7	2,746	6.7
FULL DIFFERENCE BETWEEN REGULAR PAY AND COMPENSATION PAY	23	38.3	10,434	25.6
FULL DIFFERENCE BETWEEN REGULAR AND COMPENSATION PAY TAKEN FROM SICK LEAVE	24	40.0	27,597	67.7
TOTAL	60	100.0	40,777	100.0

* For explanation see number 8 in the Definitions at page viii.

** For explanation see number 9 in the Definitions at page viii.

TABLE 84 MAXIMUM PERIOD OF WORKERS COMPENSATION PAY SUPPLEMENTS

MAXIMUM PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	15	25.0	3,589	8.8
4 MONTHS	3	5.0	2,370	5.8
6 MONTHS	1	1.7	106	.3
12 MONTHS	2	3.3	563	1.4
24 MONTHS	1	1.7	121	.3
36 MONTHS	1	1.7	130	.3
UNTIL UNUSED SICK LEAVE IS EXHAUSTED	28	46.7	29,811	73.1
UNTIL TERMIN., RETIREMNT OR COMMENCEMNT	2	3.3	935	2.3
NOT SPECIFIED	7	11.7	3,152	7.7
TOTAL	60	100.0	40,777	100.0

TABLE 85 PAID JURY DUTY LEAVE

AMOUNT OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	20.0	2,791	6.8
DIFFERENCE BETWEEN REGULAR PAY AND JURY FEES	48	80.0	37,986	93.2
TOTAL	60	100.0	40,777	100.0

TABLE 86 PAID BEREAVEMENT LEAVE

MAXIMUM NUMBER OF DAYS ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	6.7	701	1.7
IMMEDIATE FAMILY ONLY				
3.0 DAYS	5	8.3	818	2.0
4.0 DAYS	1	1.7	125	.3
5.0 DAYS	3	5.0	773	1.9
7.0 DAYS	1	1.7	785	1.9
4.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE OR OTHER RELATIVES	1	1.7	146	.4
4.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, LEAVE FOR CLOSE OR OTHER RELATIVES AT EMPLOYERS DISCRETION	1	1.7	280	.7
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 2.0 DAYS FOR CLOSE RELATIVES AND 2.0 DAYS FOR OTHER RELATIVES	4	6.7	3,748	9.2
3.0 DAYS BASIC LEAVE WITH 1.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	2	3.3	550	1.3
3.0 DAYS BASIC LEAVE WITH 2.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	33	55.0	31,878	78.2
4.0 DAYS BASIC LEAVE WITH 2.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	2	3.3	490	1.2
4.0 DAYS BASIC LEAVE WITH 5.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	1	1.7	224	.5
NOT SPECIFIED	1	1.7	106	.3
OTHER	1	1.7	153	.4
TOTAL	60	100.0	40,777	100.0

TABLE 87 SERVICE REQUIREMENTS FOR MATERNITY LEAVE

SERVICE REQUIREMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	16.7	2,771	6.8
3 MONTHS	1	1.7	150	.4
4 MONTHS	1	1.7	146	.4
5 MONTHS	1	1.7	280	.7
6 MONTHS	3	5.0	352	.9
10 MONTHS	2	3.3	522	1.3
12 MONTHS	37	61.7	25,731	63.1
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	2	3.3	2,050	5.0
OTHER	3	5.0	8,775	21.5
TOTAL	60	100.0	40,777	100.0

TABLE 88 LENGTH OF MATERNITY LEAVE

LENGTH OF LEAVE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	10.0	1,468	3.6
17 WEEKS	1	1.7	142	.3
18 WEEKS	2	3.3	1,239	3.0
20 WEEKS	1	1.7	180	.4
21 WEEKS	1	1.7	130	.3
24 WEEKS	36	60.0	22,529	55.2
28 WEEKS	2	3.3	4,922	12.1
36 WEEKS	9	15.0	9,693	23.8
52 WEEKS	1	1.7	250	.6
NOT SPECIFIED	1	1.7	224	.5
TOTAL	60	100.0	40,777	100.0

TABLE 89 SENIORITY STATUS DURING MATERNITY LEAVE

SENIORITY STATUS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	33.3	13,384	32.8
SENIORITY RETAINED UP TO TIME MATERNITY LEAVE BEGINS	36	60.0	26,566	65.1
SENIORITY ACCUMULATES DURING ENTIRE MATERNITY LEAVE	2	3.3	253	.6
REFERENCE TO SENIORITY STATUS NOT SPECIFIC OR CANNOT BE DETERMINED	2	3.3	574	1.4
TOTAL	60	100.0	40,777	100.0

TABLE 90 MATERNITY LEAVE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	10.0	1,468	3.6
MATERNITY LEAVE PLAN EXISTS	54	90.0	39,309	96.4
TOTAL	60	100.0	40,777	100.0

TABLE 91 LEAVE ABSENCE FOR FULL-TIME UNION DUTIES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	43	71.7	25,369	62.2
PROVISION EXISTS	17	28.3	15,408	37.8
TOTAL	60	100.0	40,777	100.0

TABLE 92 LEAVE OF ABSENCE FOR UNION FUNCTIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	15	25.0	10,653	26.1
PROVISION EXISTS	45	75.0	30,124	73.9
TOTAL	60	100.0	40,777	100.0

TABLE 93 PAID LEAVE OF ABSENCE FOR PERSONAL REASONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	31	51.7	27,238	66.8
PATERNITY	8	13.3	5,713	14.0
MOVING	1	1.7	194	.5
CITIZENSHIP	1	1.7	150	.4
FAMILY ILLNESS	3	5.0	695	1.7
PATERNITY AND MOVING	1	1.7	240	.6
PATERNITY AND CITIZENSHIP	2	3.3	545	1.3
PATERNITY AND FAMILY ILLNESS	1	1.7	224	.5
MOVING AND FAMILY ILLNESS	2	3.3	582	1.4
CITIZENSHIP AND FAMILY ILLNESS	1	1.7	785	1.9
MOVING, CITIZENSHIP AND FAMILY ILLNESS	3	5.0	1,041	2.6
PATERNITY, MOVING, CITIZENSHIP AND FAMILY ILLNESS	3	5.0	2,636	6.5
MOVING, CITIZENSHIP, FAMILY ILLNESS AND MARRIAGE	1	1.7	214	.5
PAID LEAVE OF ABSENCE FOR PERSONAL REASONS NOT SPECIFIED	2	3.3	520	1.3
TOTAL	60	100.0	40,777	100.0

TABLE 94 LEAVE OF ABSENCE FOR EDUCATIONAL PURPOSES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	41.7	14,800	36.3
LEAVE WITHOUT PAY	11	18.3	18,001	44.1
LEAVE WITH FULL PAY	13	21.7	4,741	11.6
LEAVE FOR EDUCATIONAL PURPOSES PROVIDED, BUT NOT SPECIFIED WITH OR WITHOUT PAY	11	18.3	3,235	7.9
TOTAL	60	100.0	40,777	100.0

TABLE 95 GRIEVANCE AND ARBITRATION PAY PROVISIONS*

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	43.3	15,172	37.2
GRIEVANCE PAY ONLY	29	48.3	20,486	50.2
ARBITRATION PAY ONLY	2	3.3	4,622	11.3
GRIEVANCE AND ARBITRATION PAY	3	5.0	497	1.2
TOTAL	60	100.0	40,777	100.0

TABLE 96 NEGOTIATION PAY PROVISIONS**

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	38	63.3	27,230	66.8
PROVISION EXISTS	22	36.7	13,547	33.2
TOTAL	60	100.0	40,777	100.0

TABLE 97 DANGEROUS WORK

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	59	98.3	40,506	99.3
EMPLOYEE MUST BE INFORMED OF DANGEROUS WORK AND HAS THE RIGHT TO REFUSE IT	1	1.7	271	.7
TOTAL	60	100.0	40,777	100.0

TABLE 98 LABOUR MANAGEMENT SAFETY COMMITTEES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	41.7	7,268	17.8
PROVISION EXISTS	35	58.3	33,509	82.2
TOTAL	60	100.0	40,777	100.0

TABLE 99 SAFETY COMMITTEE PAY PROVISIONS

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	29	48.3	7,665	18.8
PROVISION EXISTS	31	51.7	33,112	81.2
TOTAL	60	100.0	40,777	100.0

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* For explanation see number 10 in the Definitions at page viii.

** For explanation see number 11 in the Definitions at page viii.

TABLE 100

LABOUR-MANAGEMENT COMMITTEE

COMMITTEE PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	50.0	8,964	22.0
PROVISION FOR COMMITTEE WITH ONLY GENERAL STATEMENT OF ITS PURPOSE	27	45.0	27,064	66.4
PROVISION FOR COMMITTEE BUT RESTRICTED TO DISCUSSING A SPECIFIC LIST OF ITEMS	3	5.0	4,749	11.6
TOTAL	60	100.0	40,777	100.0

TABLE 101

ALLOWANCES FOR SAFETY SHOES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	54	90.0	37,359	91.6
SAFETY SHOES SUPPLIED AT NO COST TO EMPLOYEE	1	1.7	121	.3
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF SAFETY SHOES	5	8.3	3,297	8.1
TOTAL	60	100.0	40,777	100.0

TABLE 102

ALLOWANCES FOR SAFETY GLASSES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	60	100.0	40,777	100.0
TOTAL	60	100.0	40,777	100.0

TABLE 103

SUPPLY OF OR ALLOWANCES FOR WORK CLOTHING OR UNIFORMS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	35.0	9,012	22.1
SUPPLIED AT NO COST TO EMPLOYEES	37	61.7	31,194	76.5
EMPLOYER MAKES A MONETARY ALLOWANCE	1	1.7	300	.7
INITIAL WORK CLOTHING SUPPLIED AT SOME COST, REPLACEMENTS AT NO COST	1	1.7	271	.7
TOTAL	60	100.0	40,777	100.0

TABLE 104 MAINTENANCE OF WORK CLOTHING

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	50.0	19,410	47.6
MAINTAINED AT NO COST TO EMPLOYEES	28	46.7	21,096	51.7
MAINTAINED AT SOME COST TO EMPLOYEES	1	1.7	125	.3
EMPLOYER MAKES MONETARY ALLOWANCE FOR MAINTENANCE OF WORK CLOTHING	1	1.7	146	.4
TOTAL	60	100.0	40,777	100.0

TABLE 105 ALLOWANCE FOR TOOLS

ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	51	85.0	38,240	93.8
TOOLS SUPPLIED AT NO COST TO EMPLOYEE	5	8.3	1,164	2.9
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF TOOLS	2	3.3	624	1.5
TOOLS REPLACED AT NO COST AND INSURANCE PROVIDED	1	1.7	623	1.5
OTHER	1	1.7	126	.3
TOTAL	60	100.0	40,777	100.0

TABLE 106 MEAL, LODGING AND PER DIEM ALLOWANCES ON TRAVEL STATUS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	48	80.0	28,434	69.7
PER DIEM ALLOWANCE FOR INCIDENTAL EXPENSES	1	1.7	623	1.5
MEAL AND LODGING ALLOWANCE, OR MEAL AND LODGING SUPPLIED	5	8.3	1,361	3.3
MEAL AND LODGING ALLOWANCE OR SUPPLIED PLUS PER DIEM ALLOWANCE	1	1.7	323	.8
PER DIEM ALLOWANCE PROVIDED BUT ITEMS COVERED NOT SPECIFIED OR DETERMINED	4	6.7	9,910	24.3
OTHER	1	1.7	126	.3
TOTAL	60	100.0	40,777	100.0

TABLE 107 TRAVEL TIME PAY

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	50	83.3	37,814	92.7
PAY FOR TRAVEL TIME DIRECTLY RELATED TO THE JOB	9	15.0	2,340	5.7
OTHER	1	1.7	623	1.5
TOTAL	60	100.0	40,777	100.0

TABLE 108 MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR

ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	50.0	11,332	27.8
CENTS PER KILOMETER				
12.0 CENTS	1	1.7	323	.8
20.0 CENTS	1	1.7	180	.4
25.0 CENTS	1	1.7	275	.7
28.0 CENTS	19	31.7	25,527	62.6
VARIES WITH DISTANCE	2	3.3	396	1.0
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.7	239	.6
OTHER	5	8.3	2,505	6.1
TOTAL	60	100.0	40,777	100.0

TABLE 109 APPRENTICESHIP TRAINING PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	57	95.0	38,468	94.3
PROVISION EXISTS	3	5.0	2,309	5.7
TOTAL	60	100.0	40,777	100.0

TABLE 110 APPRENTICESHIP RATIO

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	59	98.3	40,630	99.6
ONE TO FIVE	1	1.7	147	.4
TOTAL	60	100.0	40,777	100.0

TABLE 111 ON-THE-JOB TRAINING PROVISIONS*

PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	40	66.7	24,619	60.4
TRAINING FOR BARGAINING UNIT EMPLOYEES	20	33.3	16,158	39.6
TOTAL	60	100.0	40,777	100.0

TABLE 112 SEVERANCE PAY & LAY-OFF BENEFIT PLANS (OTHER THAN SUB)**

PLAN	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	53	88.3	37,366	91.6
SEVERANCE PAY PLAN	7	11.7	3,411	8.4
TOTAL	60	100.0	40,777	100.0

TABLE 113 SUPPLEMENTAL UNEMPLOYMENT BENEFIT (S.U.B.) PLANS

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	60	100.0	40,777	100.0
TOTAL	60	100.0	40,777	100.0

TABLE 114 RESTRICTIONS ON MOONLIGHTING

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	55	91.7	32,149	78.8
PROVISION EXISTS	5	8.3	8,628	21.2
TOTAL	60	100.0	40,777	100.0

TABLE 115 RESTRICTIONS ON WORK BY NON-BARGAINING UNIT EMPLOYEES

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	53	88.3	32,197	79.0
PROVISION EXISTS	7	11.7	8,580	21.0
TOTAL	60	100.0	40,777	100.0

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* For explanation see number 12 in the Definitions at page viii.

** For explanation see number 13 in the Definitions at page viii.

TABLE 116 RESTRICTIONS ON CONTRACTING OUT

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	54	90.0	35,255	86.5
PROVISION EXISTS	6	10.0	5,522	13.5
TOTAL	60	100.0	40,777	100.0

TABLE 117 TECHNOLOGICAL CHANGE - ADVANCE NOTICE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	50	83.3	31,545	77.4
2 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	5	8.3	6,588	16.2
3 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	1	1.7	224	.5
NOT SPECIFIED	4	6.7	2,420	5.9
TOTAL	60	100.0	40,777	100.0

TABLE 118 TECHNOLOGICAL CHANGE - CONSULTATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	58	96.7	40,222	98.6
PROVISION EXISTS	2	3.3	555	1.4
TOTAL	60	100.0	40,777	100.0

TABLE 119 TECHNOLOGICAL CHANGE - TRAINING BENEFITS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	52	86.7	33,459	82.1
PROVISION EXISTS	8	13.3	7,318	17.9
TOTAL	60	100.0	40,777	100.0

TABLE 120 TECHNOLOGICAL CHANGE - ATTRITION ARRANGEMENTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	59	98.3	36,478	89.5
PROVISION EXISTS	1	1.7	4,299	10.5
TOTAL	60	100.0	40,777	100.0

TABLE 121 TECHNOLOGICAL CHANGE - INCOME PROTECTION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	58	96.7	39,458	96.8
PROVISION EXISTS	2	3.3	1,319	3.2
TOTAL	60	100.0	40,777	100.0

TABLE 122 TECHNOLOGICAL CHANGE - JOINT AUTOMATION COMMITTEE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	60	100.0	40,777	100.0
TOTAL	60	100.0	40,777	100.0

TABLE 123 TECHNOLOGICAL CHANGE - RELOCATION ALLOWANCES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	60	100.0	40,777	100.0
TOTAL	60	100.0	40,777	100.0

TABLE 124 TECHNOLOGICAL CHANGE - TRANSFER ARRANGEMENTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	57	95.0	39,238	96.2
PROVISION EXISTS	3	5.0	1,539	3.8
TOTAL	60	100.0	40,777	100.0

TABLE 125 TECHNOLOGICAL CHANGE - ADVANCE NOTICE OF LAY-OFF

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	58	96.7	39,064	95.8
PROVISION EXISTS	2	3.3	1,713	4.2
TOTAL	60	100.0	40,777	100.0

TABLE 126 TECHNOLOGICAL CHANGE - SEVERANCE PAY

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	59	98.3	40,377	99.0
PROVISION EXISTS	1	1.7	400	1.0
TOTAL	60	100.0	40,777	100.0

TABLE 127 TECHNOLOGICAL CHANGE - ARBITRATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	60	100.0	40,777	100.0
TOTAL	60	100.0	40,777	100.0

TABLE 128 ADVANCE NOTICE OF PLANT CLOSING OR RELOCATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	60	100.0	40,777	100.0
TOTAL	60	100.0	40,777	100.0

TABLE 129 JOB EVALUATION AND UNION PARTICIPATION IN CLASSIFICATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	32	53.3	20,516	50.3
FORMAL JOB EVALUATION PLAN	9	15.0	7,984	19.6
JOINT UNION-MANAGEMENT PARTICIPATION IN JOB CLASSIFICATION ON AD HOC BASIS	19	31.7	12,277	30.1
TOTAL	60	100.0	40,777	100.0

TABLE 130 GRIEVANCE OF JOB CLASSIFICATION OR RE-CLASSIFICATION

GRIEVANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	34	56.7	22,557	55.3
PROVISION EXISTS	26	43.3	18,220	44.7
TOTAL	60	100.0	40,777	100.0

TABLE 131 EQUAL PAY FOR WORK OF EQUAL VALUE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	60	100.0	40,777	100.0
TOTAL	60	100.0	40,777	100.0

TABLE 132 FREQUENCY OF COST-OF-LIVING ADJUSTMENTS

FREQUENCY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	44	73.3	23,104	56.7
AUTOMATIC MONTHLY ADJUSTMENTS	1	1.7	1,200	2.9
AUTOMATIC ANNUAL ADJUSTMENTS	2	3.3	1,078	2.6
ONE ADJUSTMENT DURING TERM OF AGREEMENT	3	5.0	5,839	14.3
ADJUSTMENTS TIED TO A SPECIFIC CHANGE IN THE CONSUMER PRICE INDEX	10	16.7	9,556	23.4
TOTAL	60	100.0	40,777	100.0

TABLE 133 AMOUNT OF COST-OF-LIVING ADJUSTMENTS

AMOUNT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	44	73.3	23,104	56.7
CENTS PER HOUR ADJUSTMENTS CAN NOT BE EASILY TABULATED	2	3.3	1,864	4.6
PERCENTAGE ADJUSTMENTS CAN NOT BE EASILY TABULATED	5	8.3	1,698	4.2
COST-OF-LIVING ADJUSTMENTS TIED TO INDEXES OTHER THAN THE C.P.I.	4	6.7	6,042	14.8
OTHER	5	8.3	8,069	19.8
TOTAL	60	100.0	40,777	100.0

TABLE 134 ATTENDANCE OR CONTINUOUS SERVICE BONUS

BONUS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	51	85.0	36,973	90.7
ATTENDANCE BONUS ONLY	1	1.7	785	1.9
CONTINUOUS SERVICE BONUS ONLY	8	13.3	3,019	7.4
TOTAL	60	100.0	40,777	100.0

TABLE 135 EMPLOYER CONTRIBUTION TO BASIC MEDICAL & HOSPITAL PLANS

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	13.3	1,787	4.4
50.0 PER CENT	9	15.0	2,328	5.7
60.0 PER CENT	2	3.3	425	1.0
66.6 PER CENT	1	1.7	142	.3
70.0 PER CENT	1	1.7	224	.5
75.0 PER CENT	25	41.7	28,991	71.1
80.0 PER CENT	1	1.7	1,563	3.8
100.0 PER CENT	10	16.7	2,065	5.1
VARIES BY SEX, MARITAL OR DEPENDENT STATUS	1	1.7	1,690	4.1
NOT SPECIFIED	2	3.3	1,562	3.8
TOTAL	60	100.0	40,777	100.0

TABLE 136 SPECIALIZED INSURANCE BENEFITS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	20.0	2,259	5.5
DENTAL CARE PLAN ONLY	45	75.0	37,663	92.4
DENTAL CARE PLAN AND VISION CARE PLAN	2	3.3	555	1.4
COMBINATION OF THREE PLANS	1	1.7	300	.7
TOTAL	60	100.0	40,777	100.0

TABLE 137 MAJOR MEDICAL OR COMPREHENSIVE BENEFIT PLANS*

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	55	91.7	39,001	95.6
PROVISION EXISTS	5	8.3	1,776	4.4
TOTAL	60	100.0	40,777	100.0

* For explanation see number 14 in the Definitions at page viii.

TABLE 138 EMPLOYER CONTRIBUTIONS TO LIFE INSURANCE PLANS

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	18.3	3,054	7.5
50.0 PER CENT	5	8.3	3,702	9.1
75.0 PER CENT	27	45.0	29,355	72.0
100.0 PER CENT	13	21.7	3,385	8.3
FLAT SUM PAYMENT	2	3.3	620	1.5
NOT SPECIFIED	2	3.3	661	1.6
TOTAL	60	100.0	40,777	100.0

TABLE 139 AMOUNT OF BENEFITS PROVIDED IN LIFE INSURANCE PLANS

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	20.0	3,677	9.0
5,000 DOLLARS	2	3.3	662	1.6
10,000 DOLLARS	1	1.7	214	.5
25,000 DOLLARS	2	3.3	665	1.6
VARIES WITH INCOME OR JOB CLASSIFICATION	10	16.7	4,791	11.7
NOT SPECIFIED	33	55.0	30,768	75.5
TOTAL	60	100.0	40,777	100.0

TABLE 140 EMPLOYER CONTRIBUTIONS TO A. D. & D. INSURANCE

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	36.7	7,735	19.0
60.0 PER CENT	1	1.7	1,200	2.9
75.0 PER CENT	26	43.3	28,413	69.7
100.0 PER CENT	10	16.7	2,806	6.9
NOT SPECIFIED	1	1.7	623	1.5
TOTAL	60	100.0	40,777	100.0

TABLE 141 AMOUNT OF BENEFITS PROVIDED IN A. D. & D. INSURANCE

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	35.0	7,614	18.7
10,000 DOLLARS	1	1.7	214	.5
25,000 DOLLARS	1	1.7	275	.7
VARIES WITH INCOME OR JOB CLASSIFICATION	5	8.3	1,961	4.8
NOT SPECIFIED	30	50.0	30,442	74.7
OTHER	2	3.3	271	.7
TOTAL	60	100.0	40,777	100.0

TABLE 142 EMPLOYER CONTRIB. TO WEEKLY SICKNESS & ACCIDENT INDEMNITY

AMOUNT OF PREMIUM CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	50	83.3	36,217	88.8
75.0 PER CENT	5	8.3	3,439	8.4
100.0 PER CENT	3	5.0	855	2.1
NOT SPECIFIED	2	3.3	266	.7
TOTAL	60	100.0	40,777	100.0

TABLE 143 AMOUNT OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	51	85.0	36,338	89.1
EXPRESSED AS PERCENT OF WAGES	4	6.7	3,169	7.8
VARIES WITH INCOME OR JOB CLASSIFICATION	2	3.3	575	1.4
VARIES WITH SEX OR WITH SEX AND INCOME	2	3.3	295	.7
NOT SPECIFIED	1	1.7	400	1.0
TOTAL	60	100.0	40,777	100.0

TABLE 144 MAXIMUM DURATION OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

MAXIMUM DURATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	52	86.7	38,088	93.4
26 WEEKS	1	1.7	180	.4
54 WEEKS	1	1.7	150	.4
VARIES WITH LENGTH OF SERVICE	2	3.3	445	1.1
NOT SPECIFIED	4	6.7	1,914	4.7
TOTAL	60	100.0	40,777	100.0

TABLE 145 LONG TERM DISABILITY BENEFIT PLANS

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	33.3	6,185	15.2
PROVISION EXISTS	40	66.7	34,592	84.8
TOTAL	60	100.0	40,777	100.0

TABLE 146 EMPLOYER CONTRIBUTIONS TO NON-SPECIFIED EMPLOYEE BENEFITS

PERCENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	53	88.3	38,270	93.9
75.0 PER CENT	1	1.7	390	1.0
100.0 PER CENT	1	1.7	224	.5
FLAT SUM PAYMENT	2	3.3	421	1.0
NOT SPECIFIED	3	5.0	1,472	3.6
TOTAL	60	100.0	40,777	100.0

TABLE 147 PENSION PLANS

FINANCING ARRANGEMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	28.3	7,602	18.6
NON-CONTRIBUTORY	1	1.7	106	.3
NOT SPECIFIED	42	70.0	33,069	81.1
TOTAL	60	100.0	40,777	100.0

SECTION VIII

PUBLIC ADMINISTRATION

(Includes provincial government, cities, towns, villages
counties and municipal districts.)

TABLE 1 EXPIRY DATES OF SELECTED AGREEMENTS

YEAR AND MONTH OF EXPIRATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
1983	17	54.8	16,841	36.3
DECEMBER	17	54.8	16,841	36.3
1984	14	45.2	29,546	63.7
MARCH	13	41.9	29,366	63.3
JUNE	1	3.2	180	.4
TOTAL	31	100.0	46,387	100.0

TABLE 2 DISTRIBUTION BY ECONOMIC REGION AND CENSUS DIVISION *

ECONOMIC REGION AND CENSUS DIVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
MEDICINE HAT	1	3.2	394	.8
CENSUS DIVISION NO. 1	1	3.2	394	.8
LETHBRIDGE	2	6.5	742	1.6
CENSUS DIVISION NO. 2	2	6.5	742	1.6
CALGARY / DRUMHELLER	6	19.4	7,457	16.1
CENSUS DIVISION NO. 6	6	19.4	7,457	16.1
RED DEER / WAINWRIGHT	2	6.5	385	.8
CENSUS DIVISION NO. 8	2	6.5	385	.8
EDMONTON / LLOYDMIN.	7	22.6	8,403	18.1
CENSUS DIVISION NO. 11	7	22.6	8,403	18.1
PEACE RIVER	1	3.2	180	.4
CENSUS DIVISION NO. 15	1	3.2	180	.4
ATHABASCA	1	3.2	204	.4
CENSUS DIVISION NO. 12	1	3.2	204	.4
PROVINCE WIDE	11	35.5	28,622	61.7
TOTAL	31	100.0	46,387	100.0

TABLE 3 DISTRIBUTION BY ECONOMIC REGION AND URBAN CENTRE **

ECONOMIC REGION AND URBAN CENTRE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
MEDICINE HAT	1	3.2	394	.8
MEDICINE HAT	1	3.2	394	.8
LETHBRIDGE	2	6.5	742	1.6
LETHBRIDGE	2	6.5	742	1.6
CALGARY / DRUMHELLER	6	19.4	7,457	16.1
CALGARY	6	19.4	7,457	16.1
RED DEER / WAINWRIGHT	2	6.5	385	.8
PONOKA COUNTY NO 3	1	3.2	108	.2
RED DEER	1	3.2	277	.6
EDMONTON / LLOYDMIN.	7	22.6	8,403	18.1
EDMONTON	5	16.1	8,183	17.6
PARKLAND COUNTY NO 31	1	3.2	100	.2
ST ALBERT	1	3.2	120	.3
PEACE RIVER	1	3.2	180	.4
GRANDE PRAIRIE	1	3.2	180	.4
ATHABASCA	1	3.2	204	.4
FORT MCMURRAY	1	3.2	204	.4
PROVINCE WIDE	11	35.5	28,622	61.7
TOTAL	31	100.0	46,387	100.0

* For explanation see number 1 in the Definitions at page viii.

** For explanation see number 2 in the Definitions at page viii.

TABLE 4 UNIONS REPRESENTING EMPLOYEES COVERED BY AGREEMENTS

UNION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
A. U. P. E.	13	41.9	29,366	63.3
C. U. P. E.	11	35.5	9,729	21.0
EMPLOYEES ASSOCIATION	5	16.1	6,144	13.2
FIREFIGHTERS	2	6.5	1,140	2.5
TOTAL	31	100.0	46,387	100.0

TABLE 5 DURATION

DURATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
ONE YEAR	4	12.9	962	2.1
BETWEEN ONE AND TWO YEARS	7	22.6	11,859	25.6
TWO YEARS	20	64.5	33,566	72.4
TOTAL	31	100.0	46,387	100.0

TABLE 6 SIZE OF BARGAINING UNITS COVERED

SIZE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
100 - 199 EMPLOYEES	7	22.6	954	2.1
200 - 499 EMPLOYEES	5	16.1	1,505	3.2
500 - 999 EMPLOYEES	4	12.9	2,716	5.9
1,000 OR MORE EMPLOYEES	15	48.4	41,212	88.8
TOTAL	31	100.0	46,387	100.0

TABLE 7 TYPE OF BARGAINING UNIT COVERED *

TYPE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NON-OFFICE EMPLOYEES	18	58.1	17,822	38.4
OFFICE EMPLOYEES	3	9.7	17,631	38.0
NON-OFFICE AND OFFICE EMPLOYEES	8	25.8	10,190	22.0
OFFICE AND PROFESSIONAL EMPLOYEES	1	3.2	512	1.1
NON-OFFICE, OFFICE AND PROFESSIONAL EMPLOYEES	1	3.2	232	.5
TOTAL	31	100.0	46,387	100.0

* For explanation see number 3 in the Definitions at page viii.

TABLE 8 NON-DISCRIMINATION PROVISIONS

NON-DISCRIMINATION PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
UNION MEMBERSHIP	17	54.8	32,393	69.8
RACE, RELIGION, UNION MEMBERSHIP	1	3.2	100	.2
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP	1	3.2	115	.2
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP, SEX, AGE	1	3.2	1,033	2.2
RACE, RELIGION, NATIONALITY, SEX, AGE, MARITAL STATUS	1	3.2	180	.4
RACE, RELIGION, NATIONALITY, SEX, AGE, UNION MEMBERSHIP, MARITAL STATUS	9	29.0	8,922	19.2
OTHER	1	3.2	3,644	7.9
TOTAL	31	100.0	46,387	100.0

TABLE 9 MANAGEMENTS RIGHTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	6.5	2,128	4.6
GENERAL STATEMENT OF MANAGEMENT RIGHTS	6	19.4	8,084	17.4
ENUMERATED LIST OF MANAGEMENT RIGHTS	1	3.2	100	.2
GENERAL STATEMENT OF MANAGEMENT RIGHTS, WITH RESIDUAL RIGHTS CLAUSE	21	67.7	32,431	69.9
ENUMERATED LIST OF MANAGEMENT RIGHTS, WITH RESIDUAL RIGHTS CLAUSE	1	3.2	3,644	7.9
TOTAL	31	100.0	46,387	100.0

TABLE 10 UNION MEMBERSHIP REQUIREMENTS *

MEMBERSHIP REQUIREMENTS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	45.2	16,203	34.9
UNION SHOP	3	9.7	424	.9
MODIFIED UNION SHOP	13	41.9	29,366	63.3
MAINTENANCE OF MEMBERSHIP	1	3.2	394	.8
TOTAL	31	100.0	46,387	100.0

* For explanation see number 4 in the Definitions at page viii.

TABLE 11 CHECK-OFF PAYMENTS

TYPE OF PAYMENT CHECK-OFF	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
DUES CHECK-OFF ONLY	25	80.6	42,046	90.6
DUES AND INITIATION FEES	4	12.9	1,208	2.6
DUES AND ASSESSMENTS	1	3.2	1,033	2.2
DUES, INITIATION FEES AND ASSESSMENTS	1	3.2	2,100	4.5
TOTAL	31	100.0	46,387	100.0

TABLE 12 UNION DUES CHECK-OFF

CHECK-OFF PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
COMPULSORY FOR ALL EMPLOYEES COVERED BY THE AGREEMENT	29	93.5	45,234	97.5
COMPULSORY FOR NEW EMPLOYEES	1	3.2	120	.3
UNION DUES CHECK-OFF BUT NOT SPECIFIED WHETHER COMPULSORY OR VOLUNTARY	1	3.2	1,033	2.2
TOTAL	31	100.0	46,387	100.0

TABLE 13 PROBATIONARY PERIOD FOR NEWLY-HIRED EMPLOYEES

PROBATIONARY PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	6.5	2,188	4.7
90 CALENDAR DAYS	1	3.2	120	.3
90 WORKING DAYS	1	3.2	100	.2
3 MONTHS	5	16.1	6,933	14.9
6 MONTHS	9	29.0	21,135	45.6
12 MONTHS	4	12.9	3,207	6.9
15 MONTHS	1	3.2	1,095	2.4
VARIES BY OCCUPATION OR CLASSIFICATION	8	25.8	11,609	25.0
TOTAL	31	100.0	46,387	100.0

TABLE 14 TYPE OF SENIORITY UNIT FOR LAYOFFS, PROMOTIONS, TRANSFERS

SENIORITY UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	45.2	31,322	67.5
COMPANY	7	22.6	1,616	3.5
DEPARTMENT	4	12.9	5,314	11.5
JOB OR OCCUPATIONAL CLASSIFICATION	1	3.2	150	.3
COMBINATION OF DEPARTMENT AND JOB OR OCCUPATIONAL CLASSIFICATION	2	6.5	2,815	6.1
PLANT, DEPARTMENT AND JOB OR OCCUPATIONAL CLASSIFICATION	1	3.2	2,100	4.5
NOT SPECIFIED	2	6.5	3,070	6.6
TOTAL	31	100.0	46,387	100.0

TABLE 15 RETENTION OF SENIORITY OR RECALL RIGHTS DURING LAY-OFF

RETENTION PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	15	48.4	33,242	71.7
6 MONTHS	2	6.5	382	.8
12 MONTHS	12	38.7	11,274	24.3
NO REFERENCE TO DURATION OF SENIORITY OR RECALL RIGHTS	2	6.5	1,489	3.2
TOTAL	31	100.0	46,387	100.0

TABLE 16 ADVANCE NOTICE OF LAY-OFF

LENGTH OF NOTICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	64.5	40,121	86.5
30 CALENDAR DAYS	1	3.2	181	.4
5 WORKING DAYS	1	3.2	277	.6
10 WORKING DAYS	3	9.7	2,988	6.4
20 WORKING DAYS	1	3.2	204	.4
30 WORKING DAYS	4	12.9	1,521	3.3
2 WEEKS	1	3.2	1,095	2.4
TOTAL	31	100.0	46,387	100.0

TABLE 17 PAY IN LIEU OF NOTICE OF LAY-OFF

AMOUNT OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	71.0	41,025	88.4
10 DAYS PAY	4	12.9	3,500	7.5
15 DAYS PAY	1	3.2	232	.5
20 DAYS PAY	1	3.2	204	.4
30 DAYS PAY	1	3.2	181	.4
TWO WEEKS PAY	1	3.2	1,095	2.4
OTHER	1	3.2	150	.3
TOTAL	31	100.0	46,387	100.0

TABLE 18 ADVANCE NOTICE OF TERMINATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	74.2	38,947	84.0
PROVISION EXISTS FOR ADVANCE NOTICE OR PAY IN LIEU OF NOTICE	8	25.8	7,440	16.0
TOTAL	31	100.0	46,387	100.0

TABLE 19 JOB POSTING

POSTING PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	51.6	32,170	69.4
5 CALENDAR DAYS	2	6.5	502	1.1
7 CALENDAR DAYS	3	9.7	6,971	15.0
10 CALENDAR DAYS	3	9.7	844	1.8
5 WORKING DAYS	6	19.4	5,780	12.5
7 WORKING DAYS	1	3.2	120	.3
TOTAL	31	100.0	46,387	100.0

TABLE 20 ROLE OF SENIORITY IN PROMOTIONS

SENIORITY IN PROMOTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	41.9	29,805	64.3
PRIMARY FACTOR	1	3.2	115	.2
SECONDARY FACTOR	14	45.2	14,975	32.3
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	3	9.7	1,492	3.2
TOTAL	31	100.0	46,387	100.0

TABLE 21 ROLE OF SENIORITY IN TRANSFERS

SENIORITY IN TRANSFERS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	58.1	34,056	73.4
SOLE FACTOR	1	3.2	3,644	7.9
PRIMARY FACTOR	1	3.2	1,095	2.4
SECONDARY FACTOR	9	29.0	7,195	15.5
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	2	6.5	397	.9
TOTAL	31	100.0	46,387	100.0

TABLE 22 ROLE OF SENIORITY IN LAY-OFFS

SENIORITY IN LAY-OFFS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	35.5	28,622	61.7
SOLE FACTOR	9	29.0	10,721	23.1
PRIMARY FACTOR	8	25.8	6,193	13.4
SECONDARY FACTOR	2	6.5	574	1.2
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	1	3.2	277	.6
TOTAL	31	100.0	46,387	100.0

TABLE 23 EMPLOYEE GRIEVANCE - INITIAL PRESENTATION

GRIEVANCE PRESENTED BY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
EMPLOYEE ONLY	1	3.2	2,700	5.8
EMPLOYEES WITH OR WITHOUT UNION REPRESENTATIVE	26	83.9	37,678	81.2
UNION ONLY	1	3.2	1,095	2.4
EMPLOYEE OR UNION REPRESENTATIVE	2	6.5	4,799	10.3
GRIEVANCE COMMITTEE ONLY	1	3.2	115	.2
TOTAL	31	100.0	46,387	100.0

TABLE 24 SPECIAL GRIEVANCE PROCEDURE - DISCIPLINE & DISMISSAL CASES

SPECIAL PROCEDURE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	25.8	10,418	22.5
NUMBER OF STEPS IN THE GRIEVANCE PROCEDURE IS REDUCED	21	67.7	35,754	77.1
DURATION OF DELAYS BETWEEN STEPS IS REDUCED	1	3.2	100	.2
OTHER	1	3.2	115	.2
TOTAL	31	100.0	46,387	100.0

TABLE 25 GRIEVANCE ARBITRATION - NUMBER OF ARBITRATORS

NUMBER OF ARBITRATORS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
SPECIFIC PROVISION FOR PANEL/BOARD OF ARBITRATORS	22	71.0	35,137	75.7
PROVISION FOR SINGLE ARBITRATOR OR BOARD OF ARBITRATORS	9	29.0	11,250	24.3
TOTAL	31	100.0	46,387	100.0

TABLE 26 SCHEDULED WORK-WEEK (NUMBER OF DAYS)

DAYS PER WEEK	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FOUR DAYS A WEEK	2	6.5	2,281	4.9
FIVE DAYS A WEEK	18	58.1	30,649	66.1
WORK DAYS VARY FOR DIFFERENT GROUPS OF EMPLOYEES	4	12.9	3,656	7.9
WORK DAYS NOT SPECIFIED OR CANNOT BE DETERMINED	7	22.6	9,801	21.1
TOTAL	31	100.0	46,387	100.0

TABLE 27 STANDARD DAILY HOURS *

NUMBER OF HOURS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
7-1/4 HOURS	1	3.2	993	2.1
7-1/2 HOURS	1	3.2	2,838	6.1
7-3/4 HOURS	2	6.5	1,810	3.9
8 HOURS	8	25.8	9,198	19.8
9-1/2 HOURS	2	6.5	2,281	4.9
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	11	35.5	22,826	49.2
VARIES FOR DIFFERENT SEASONS	1	3.2	150	.3
NOT SPECIFIED	5	16.1	6,291	13.6
TOTAL	31	100.0	46,387	100.0

TABLE 28 STANDARD OR AVERAGE WEEKLY HOURS

NUMBER OF HOURS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
35 HOURS	1	3.2	2,838	6.1
36-1/4 HOURS	2	6.5	1,225	2.6
38 HOURS	2	6.5	2,281	4.9
38-3/4 HOURS	1	3.2	398	.9
40 HOURS	8	25.8	9,198	19.8
42 HOURS	1	3.2	150	.3
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	15	48.4	28,885	62.3
NOT SPECIFIED	1	3.2	1,412	3.0
TOTAL	31	100.0	46,387	100.0

TABLE 29 PAID MEAL PERIOD PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	32.3	4,232	9.1
MEAL PERIOD PAID TO ALL EMPLOYEES DURING REGULAR WORK SCHEDULE	1	3.2	1,095	2.4
MEAL PERIOD PAID ON CALL-IN OR CALL-BACK WORK	1	3.2	2,100	4.5
MEAL PERIOD PAID ON OVERTIME WORK	6	19.4	9,740	21.0
2ND AND 3RD SHIFT AND OVERTIME	1	3.2	204	.4
OTHER	12	38.7	29,016	62.6
TOTAL	31	100.0	46,387	100.0

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* For explanation see number 5 in the Definitions at page viii.

TABLE 30 COMPRESSED WORK WEEK AND FLEXTIME

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	41.9	11,782	25.4
PROVISION FOR COMPRESSED WORK-WEEK	3	9.7	1,391	3.0
PROVISION FOR BOTH FLEX-TIME AND COMPRESSED WORK-WEEK	15	48.4	33,214	71.6
TOTAL	31	100.0	46,387	100.0

TABLE 31 OVERTIME RATE AFTER SCHEDULED DAILY HOURS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
TIME AND ONE-HALF	1	3.2	100	.2
TIME AND ONE-HALF INCREASED TO DOUBLE TIME AFTER 2 HOURS	2	6.5	2,780	6.0
DOUBLE TIME	7	22.6	3,897	8.4
EQUIV. TIME OFF OR PAY AT STRAIGHT TIME	1	3.2	584	1.3
1.50 TIME OFF OR PAY AT 1.50 TIME	1	3.2	181	.4
1.50 TIME OFF OR PAY @ 1.50 INCREASED TO				
2.00 TIME/PAY AFTER 2 HOURS	10	32.3	26,002	56.1
2.00 TIME/PAY AFTER 3 HOURS	1	3.2	108	.2
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	6	19.4	6,391	13.8
OTHER	2	6.5	6,344	13.7
TOTAL	31	100.0	46,387	100.0

TABLE 32 OVERTIME RATE AFTER SCHEDULED WEEKLY HOURS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	51.6	31,764	68.5
TIME AND ONE-HALF	1	3.2	100	.2
DOUBLE TIME	6	19.4	4,317	9.3
EQUIV. TIME OFF OR PAY AT STRAIGHT TIME	1	3.2	584	1.3
1.50 TIME OFF OR PAY AT 1.50 TIME	3	9.7	3,722	8.0
1.50 TIME OFF OR PAY @ 1.50 INCREASED TO 2.00 TIME/PAY AFTER 3 HOURS	1	3.2	108	.2
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	1	3.2	1,155	2.5
OTHER	2	6.5	4,637	10.0
TOTAL	31	100.0	46,387	100.0

TABLE 33 OVERTIME RATE FOR SATURDAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	27	87.1	43,202	93.1
TIME AND ONE-HALF	1	3.2	100	.2
DOUBLE TIME	1	3.2	277	.6
1.50 TIME OFF OR PAY AT 1.50 TIME	1	3.2	108	.2
OTHER	1	3.2	2,700	5.8
TOTAL	31	100.0	46,387	100.0

TABLE 34 OVERTIME RATE FOR SUNDAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	27	87.1	43,202	93.1
DOUBLE TIME	2	6.5	377	.8
1.50 TIME OFF OR PAY AT 1.50 TIME	1	3.2	108	.2
OTHER	1	3.2	2,700	5.8
TOTAL	31	100.0	46,387	100.0

TABLE 35 OVERTIME RATE ON SIXTH DAY (NOT SCHEDULED) *

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	19.4	2,720	5.9
TIME AND ONE-HALF	1	3.2	2,268	4.9
TIME AND ONE-HALF INCREASED TO DOUBLE TIME AFTER 8 HOURS	1	3.2	512	1.1
DOUBLE TIME	8	25.8	9,824	21.2
1.50 TIME OFF OR PAY AT 1.50 TIME	10	32.3	26,354	56.8
1.50 TIME OFF OR PAY @ 1.50 INCREASED TO 2.00 TIME/PAY AFTER 7 1/4 HOURS	1	3.2	232	.5
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	3	9.7	4,083	8.8
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.2	394	.8
TOTAL	31	100.0	46,387	100.0

* For explanation see number 6 in the Definitions at page viii.

TABLE 36 OVERTIME RATE ON SEVENTH DAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	22.6	3,304	7.1
DOUBLE TIME	10	32.3	12,604	27.2
DOUBLE TIME OFF OR PAY AT 1.50 TIME	5	16.1	7,200	15.5
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	8	25.8	22,885	49.3
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.2	394	.8
TOTAL	31	100.0	46,387	100.0

TABLE 37 PAYMENT FOR OR SUPPLY OF MEALS

AMOUNT OF PAYMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	28	90.3	44,928	96.9
$ 9.00 PER MEAL PAID AFTER 4 HOURS OF OVERTIME	1	3.2	204	.4
$ 3.25 PER MEAL PAID OR SUPPLIED AFTER 3 HOURS OF OVERTIME	1	3.2	1,155	2.5
AMOUNT NOT SPECIFIED, PAID AFTER 2 HOURS OF OVERTIME	1	3.2	100	.2
TOTAL	31	100.0	46,387	100.0

TABLE 38 RIGHT TO REFUSE OVERTIME

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	71.0	38,213	82.4
PROVISION EXISTS	9	29.0	8,174	17.6
TOTAL	31	100.0	46,387	100.0

TABLE 39 PREMIUM PAY FOR WORK ON SCHEDULED SATURDAY

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	74.2	33,955	73.2
CENTS PER HOUR				
25.0 CENTS	1	3.2	512	1.1
35.0 CENTS	1	3.2	180	.4
50.0 CENTS	1	3.2	277	.6
TIME RATE PAYMENT				
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.2	3,644	7.9
OTHER RATE PAYMENT	1	3.2	2,700	5.8
OTHER	3	9.7	5,119	11.0
TOTAL	31	100.0	46,387	100.0

TABLE 40 PREMIUM PAY FOR WORK ON SCHEDULED SUNDAY

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	74.2	33,955	73.2
CENTS PER HOUR				
25.0 CENTS	1	3.2	512	1.1
35.0 CENTS	1	3.2	180	.4
50.0 CENTS	1	3.2	277	.6
TIME RATE PAYMENT				
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.2	3,644	7.9
OTHER RATE PAYMENT	1	3.2	2,700	5.8
OTHER	3	9.7	5,119	11.0
TOTAL	31	100.0	46,387	100.0

TABLE 41 SECOND SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	6.5	332	.7
CENTS PER HOUR				
15.0 CENTS	1	3.2	627	1.4
25.0 CENTS	1	3.2	115	.2
28.0 CENTS	1	3.2	584	1.3
35.0 CENTS	3	9.7	4,218	9.1
40.0 CENTS	7	22.6	10,157	21.9
45.0 CENTS	2	6.5	1,215	2.6
50.0 CENTS	5	16.1	18,774	40.5
75.0 CENTS	7	22.6	9,980	21.5
PER CENT OF WAGES				
6.0 PER CENT	1	3.2	277	.6
9.0 PER CENT	1	3.2	108	.2
TOTAL	31	100.0	46,387	100.0

TABLE 42 THIRD SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	6.5	332	.7
CENTS PER HOUR				
25.0 CENTS	2	6.5	742	1.6
31.0 CENTS	1	3.2	584	1.3
35.0 CENTS	3	9.7	4,218	9.1
40.0 CENTS	6	19.4	9,002	19.4
45.0 CENTS	3	9.7	2,370	5.1
50.0 CENTS	4	12.9	18,570	40.0
75.0 CENTS	8	25.8	10,184	22.0
PER CENT OF WAGES				
6.0 PER CENT	1	3.2	277	.6
9.0 PER CENT	1	3.2	108	.2
TOTAL	31	100.0	46,387	100.0

TABLE 43 SPLIT SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	28	90.3	43,630	94.1
CENTS PER HOUR				
30.0 CENTS	1	3.2	181	.4
50.0 CENTS	1	3.2	277	.6
NOT SPECIFIED	1	3.2	2,299	5.0
TOTAL	31	100.0	46,387	100.0

TABLE 44 PREMIUM PAY FOR DIRTY WORK

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	28	90.3	39,649	85.5
CENTS PER HOUR				
35 CENTS	2	6.5	4,038	8.7
40 CENTS	1	3.2	2,700	5.8
TOTAL	31	100.0	46,387	100.0

TABLE 45 PREMIUM PAY FOR HAZARDOUS WORK

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	58.1	12,684	27.3
CENTS PER HOUR				
35 CENTS	1	3.2	3,644	7.9
50 CENTS	1	3.2	2,024	4.4
70 CENTS	1	3.2	2,700	5.8
OTHER	10	32.3	25,335	54.6
TOTAL	31	100.0	46,387	100.0

TABLE 46 PREMIUM PAY FOR ABNORMAL WORKING CONDITIONS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	29	93.5	42,504	91.6
CENTS PER HOUR 40 CENTS	1	3.2	2,700	5.8
OTHER	1	3.2	1,183	2.6
TOTAL	31	100.0	46,387	100.0

TABLE 47 STAND-BY OR ON-CALL ADJUSTMENTS

PAY PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	35.5	8,701	18.8
PROVISION EXISTS	20	64.5	37,686	81.2
TOTAL	31	100.0	46,387	100.0

TABLE 48 REPORTING PAY GUARANTEES

MINIMUM GUARANTEE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	29.0	10,443	22.5
2.0 HOURS OF WORK OR PAY	1	3.2	2,100	4.5
3.0 HOURS OF WORK OR PAY	13	41.9	29,242	63.0
4.0 HOURS OF WORK OR PAY	2	6.5	304	.7
GRADUATED PAYMENTS	5	16.1	4,118	8.9
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.2	100	.4
TOTAL	31	100.0	46,387	100.0

TABLE 49 CALL-BACK PAY GUARANTEE

MINIMUM GUARANTEE AND RATE OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
MINIMUM OF 2.0 HOURS AT				
STRAIGHT TIME	1	3.2	1,033	2.2
TIME AND ONE-HALF	1	3.2	512	1.1
DOUBLE TIME	10	32.3	13,025	28.1
MINIMUM OF 4.0 HOURS AT DOUBLE TIME	1	3.2	181	.4
MINIMUM OF 3.0 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	11	35.5	28,622	61.7
MINIMUM OF 5.0 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	1	3.2	1,095	2.4
MINIMUM OF 2.0 HOURS AT APPLICABLE OVERTIME RATE	2	6.5	352	.8
MINIMUM OF 3.0 HOURS AT APPLICABLE OVERTIME RATE	2	6.5	312	.7
MINIMUM OF 4.0 HOURS AT APPLICABLE OVERTIME RATE	1	3.2	100	.2
OTHER	1	3.2	1,155	2.5
TOTAL	31	100.0	46,387	100.0

TABLE 50 WAGE OR EMPLOYMENT GUARANTEES

GUARANTEE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	96.8	45,760	98.6
WEEKLY GUARANTEE, LIMITED TO SPECIFIED NUMBER OF EMPL. OR OCCUPATIONAL GROUPS	1	3.2	627	1.4
TOTAL	31	100.0	46,387	100.0

TABLE 51 PAY ON TEMPORARY TRANSFERS TO LOWER-RATED JOBS

RATE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	80.6	44,662	96.3
EMPLOYEE RETAINS HIS RATE FOR DURATION OF TRANSFER	4	12.9	983	2.1
EMPLOYEE RETAINS HIS RATE ONLY FOR A SPECIFED PERIOD	2	6.5	742	1.6
TOTAL	31	100.0	46,387	100.0

TABLE 52 PAY ON TEMPORARY TRANSFERS TO HIGHER-RATED JOBS

RATE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	3.2	232	.5
EMPLOYEE PAID HIGHER RATE FOR DURATION OF TRANSFER	2	6.5	392	.8
EMPLOYEE PAID HIGHER RATE ONLY AFTER A SPECIFIED PERIOD	26	83.9	44,742	96.5
OTHER	2	6.5	1,021	2.2
TOTAL	31	100.0	46,387	100.0

TABLE 53 PAID REST OR RELIEF PERIODS

DAILY TIME ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	22.6	6,663	14.4
2 PERIODS, 10 MINUTES EACH	2	6.5	377	.8
2 PERIODS, 15 MINUTES EACH	19	61.3	34,228	73.8
2 PERIODS, 20 MINUTES EACH	2	6.5	2,281	4.9
2 PERIODS, DURATION VARIES FOR MORNING AND AFTERNOON	1	3.2	2,838	6.1
TOTAL	31	100.0	46,387	100.0

TABLE 54 PAID CLEAN-UP OR CLOTHES CHANGING TIME

DAILY TIME ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	28	90.3	43,368	93.5
1 PERIOD 5 MINUTES EACH	1	3.2	204	.4
1 PERIOD 20 MINUTES EACH	1	3.2	2,700	5.8
1 PERIOD 30 MINUTES EACH	1	3.2	115	.2
TOTAL	31	100.0	46,387	100.0

TABLE 55 NUMBER OF PAID HOLIDAYS

ANNUAL ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
10 FULL HOLIDAYS	2	6.5	742	1.6
11 FULL HOLIDAYS	6	19.4	2,151	4.6
11 FULL HOLIDAYS PLUS 1 HALF HOLIDAY	8	25.8	13,015	28.1
12 FULL HOLIDAYS	14	45.2	30,275	65.3
13 FULL HOLIDAYS	1	3.2	204	.4
TOTAL	31	100.0	46,387	100.0

TABLE 56 YEAR-END HOLIDAY PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	31	100.0	46,387	100.0
TOTAL	31	100.0	46,387	100.0

TABLE 57 SERVICE REQUIREMENTS FOR HOLIDAY PAY

PERIOD OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	71.0	38,908	83.9
30 CALENDAR DAYS	7	22.6	6,998	15.1
30 WORKING DAYS	1	3.2	277	.6
1 MONTH	1	3.2	204	.4
TOTAL	31	100.0	46,387	100.0

TABLE 58 WORK REQUIREMENTS FOR HOLIDAY PAY

WORK REQUIREMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	58.1	31,737	68.4
DAY BEFORE AND AFTER HOLIDAY	12	38.7	14,023	30.2
DAY BEFORE OR AFTER HOLIDAY	1	3.2	627	1.4
TOTAL	31	100.0	46,387	100.0

TABLE 59 LOSS OF HOLIDAY PAY - FAILURE TO REPORT FOR SCHEDULED WORK

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	28	90.3	38,948	84.0
PROVISION EXISTS	3	9.7	7,439	16.0
TOTAL	31	100.0	46,387	100.0

TABLE 60 PAY FOR HOLIDAYS FALLING ON SATURDAY

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	80.6	41,153	88.7
PRECEDING FRIDAY OFF WITH PAY	1	3.2	394	.8
FOLLOWING MONDAY OFF WITH PAY	2	6.5	1,722	3.7
PRECEDING FRIDAY OR FOLLOWING MONDAY OFF WITH PAY	1	3.2	180	.4
ANOTHER DAY OFF WITH PAY	2	6.5	2,938	6.3
TOTAL	31	100.0	46,387	100.0

TABLE 61 PAY FOR HOLIDAYS FALLING ON SUNDAY

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	80.6	41,153	88.7
FOLLOWING MONDAY OFF WITH PAY	3	9.7	2,116	4.6
PRECEDING FRIDAY OR FOLLOWING MONDAY OFF WITH PAY	1	3.2	180	.4
ANOTHER DAY OFF WITH PAY	2	6.5	2,938	6.3
TOTAL	31	100.0	46,387	100.0

TABLE 62 COMPENSATION FOR HOLIDAYS FALLING WITHIN VACATION PERIOD

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	16.1	2,129	4.6
EXTRA DAYS VACATION WITH PAY	18	58.1	30,365	65.5
EXTRA DAYS VACATION WITH PAY OR EXTRA DAYS PAY	8	25.8	13,893	30.0
TOTAL	31	100.0	46,387	100.0

TABLE 63 COMPENSATION FOR HOLIDAYS FALLING ON SCHEDULED DAYS OFF

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	19.4	7,207	15.5
EXTRA DAY OFF WITH PAY	17	54.8	33,490	72.2
EXTRA DAY OFF OR EXTRA DAYS PAY	8	25.8	5,690	12.3
TOTAL	31	100.0	46,387	100.0

TABLE 64 COMPENSATION FOR WORK ON PAID HOLIDAYS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
TIME AND ONE-HALF PLUS HOLIDAY PAY	3	9.7	1,695	3.7
DOUBLE TIME PLUS HOLIDAY PAY	8	25.8	6,624	14.3
TIME AND ONE-HALF, PLUS ANOTHER DAY OFF WITH PAY	1	3.2	232	.5
DOUBLE TIME PLUS ANOTHER DAY OFF WITH PAY	1	3.2	108	.2
DOUBLE TIME PLUS HOLIDAY PAY OR ANOTHER DAY OFF WITH PAY	2	6.5	3,921	8.5
TIME AND ONE-HALF OR EQUIVALENT TIME OFF PLUS HOLIDAY PAY	11	35.5	28,622	61.7
DOUBLE TIME OR DOUBLE TIME OFF PLUS HOLIDAY PAY	2	6.5	2,250	4.9
VARIES WITH NUMBER OF HOURS WORKED OR FOR DIFFERENT HOLIDAYS	1	3.2	115	.2
NOT SPECIFIED	1	3.2	120	.3
OTHER	1	3.2	2,700	5.8
TOTAL	31	100.0	46,387	100.0

TABLE 65 LENGTH OF SERVICE FOR TWO WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	19.4	7,188	15.5
SIX MONTHS BUT LESS THAN ONE YEAR	16	51.6	31,936	68.8
1 YEAR	6	19.4	5,531	11.9
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	2	6.5	1,617	3.5
SPECIFIED AS HOURS, DAYS OR WEEKS WORKED	1	3.2	115	.2
TOTAL	31	100.0	46,387	100.0

TABLE 66 LENGTH OF SERVICE FOR THREE WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
1 YEAR	21	67.7	38,497	83.0
2 YEARS	6	19.4	5,546	12.0
3 YEARS	2	6.5	727	1.6
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	2	6.5	1,617	3.5
TOTAL	31	100.0	46,387	100.0

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* For explanation see number 7 in the Definitions at page viii.

TABLE 67 LENGTH OF SERVICE FOR FOUR WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
5 YEARS	1	3.2	204	.4
7 YEARS	2	6.5	574	1.2
8 YEARS	18	58.1	38,376	82.7
9 YEARS	5	16.1	5,215	11.2
10 YEARS	3	9.7	401	.9
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	2	6.5	1,617	3.5
TOTAL	31	100.0	46,387	100.0

TABLE 68 LENGTH OF SERVICE FOR FIVE WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	3.2	100	.2
10 YEARS	1	3.2	204	.4
14 YEARS	1	3.2	394	.8
15 YEARS	1	3.2	108	.2
17 YEARS	2	6.5	295	.6
18 YEARS	14	45.2	32,703	70.5
19 YEARS	6	19.4	6,760	14.6
20 YEARS	4	12.9	5,239	11.3
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.2	584	1.3
TOTAL	31	100.0	46,387	100.0

TABLE 69 LENGTH OF SERVICE FOR SIX WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	54.8	29,440	63.5
15 YEARS	1	3.2	204	.4
23 YEARS	1	3.2	394	.8
24 YEARS	2	6.5	3,921	8.5
25 YEARS	7	22.6	11,102	23.9
27 YEARS	1	3.2	115	.2
30 YEARS	1	3.2	627	1.4
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.2	584	1.3
TOTAL	31	100.0	46,387	100.0

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* For explanation see number 7 in the Definitions at page viii.

TABLE 70 MAXIMUM PAID VACATION *

MAXIMUM VACATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FOUR WEEKS	1	3.2	100	.2
FIVE WEEKS	16	51.6	29,340	63.3
SIX WEEKS	12	38.7	15,330	33.0
SEVEN WEEKS	1	3.2	1,033	2.2
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.2	584	1.3
TOTAL	31	100.0	46,387	100.0

TABLE 71 PAY IN LIEU OF VACATIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	31	100.0	46,387	100.0
TOTAL	31	100.0	46,387	100.0

TABLE 72 PAID SICK LEAVE (CASUAL ILLNESS)**

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	25.8	8,529	18.4
CASUAL ILLNESS LEAVE	4	12.9	6,762	14.6
COMBINATION CASUAL AND GENERAL ILLNESS LEAVE	19	61.3	31,096	67.0
TOTAL	31	100.0	46,387	100.0

TABLE 73 SERVICE REQUIREMENTS FOR PAID SICK LEAVE**

PERIOD OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	41.9	12,596	27.2
90 CALENDAR DAYS	1	3.2	120	.3
1 MONTHS	12	38.7	28,826	62.1
3 MONTHS	2	6.5	509	1.1
6 MONTHS	1	3.2	180	.4
12 MONTHS	2	6.5	4,156	9.0
TOTAL	31	100.0	46,387	100.0

* For explanation see number 7 in the Definitions at page viii.

** For explanation see number 8 in the Definitions at page viii.

TABLE 74 AMOUNT OF PAID SICK LEAVE *

AMOUNT OF LEAVE PER YEAR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	32.3	11,994	25.9
5 DAYS	1	3.2	232	.5
10 DAYS	2	6.5	4,156	9.0
18 DAYS	6	19.4	1,275	2.7
20 DAYS	1	3.2	108	.2
90 DAYS	11	35.5	28,622	61.7
TOTAL	31	100.0	46,387	100.0

TABLE 75 MAXIMUM ACCUMULATION OF UNUSED SICK LEAVE *

MAXIMUM ACCUMULATION ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	67.7	40,616	87.6
UNDER 60 DAYS	1	3.2	3,644	7.9
60 - 89 DAYS	2	6.5	744	1.6
120 - 149 DAYS	4	12.9	612	1.3
180 - 209 DAYS	3	9.7	771	1.7
TOTAL	31	100.0	46,387	100.0

TABLE 76 PAYMENT OF UNUSED SICK LEAVE ON TERMINATION OF EMPLOYMENT *

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	31	100.0	46,387	100.0
TOTAL	31	100.0	46,387	100.0

TABLE 77 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID ON TERMINATION *

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	31	100.0	46,387	100.0
TOTAL	31	100.0	46,387	100.0

* For explanation see number 8 in the Definitions at page viii.

TABLE 78 PAYMENT FOR UNUSED SICK LEAVE ON RETIREMENT *

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	29	93.5	46,167	99.5
PER CENT OF UNUSED ALLOWANCE PAID FOR UNDER PLANS SPECIFYING PAYMENT				
25.0 PER CENT	1	3.2	100	.2
50.0 PER CENT	1	3.2	120	.3
TOTAL	31	100.0	46,387	100.0

TABLE 79 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID ON RETIREMENT *

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	96.8	46,267	99.7
60 DAYS	1	3.2	120	.3
TOTAL	31	100.0	46,387	100.0

TABLE 80 PAYMENT FOR UNUSED SICK LEAVE ON DEATH *

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	96.8	46,267	99.7
PER CENT OF UNUSED ALLOWANCE PAID FOR UNDER PLANS SPECIFYING PAYMENT				
50.0 PER CENT	1	3.2	120	.3
TOTAL	31	100.0	46,387	100.0

TABLE 81 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID FOR ON DEATH *

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	96.8	46,267	99.7
60 DAYS	1	3.2	120	.3
TOTAL	31	100.0	46,387	100.0

TABLE 82 INJURY PAY PROVISIONS **

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	61.3	17,253	37.2
PROVISION EXISTS	12	38.7	29,134	62.8
TOTAL	31	100.0	46,387	100.0

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* For explanation see number 8 in the Definitions at page viii.

** For explanation see number 9 in the Definitions at page viii.

TABLE 83 WORKERS COMPENSATION PAY SUPPLEMENTS

AMOUNT OF SUPPLEMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	35.5	8,026	17.3
FULL DIFFERENCE BETWEEN REGULAR PAY AND COMPENSATION PAY	19	61.3	38,129	82.2
FULL DIFFERENCE FOR A PERIOD OF TIME AND PART OF DIFFERENCE THEREAFTER	1	3.2	232	.5
TOTAL	31	100.0	46,387	100.0

TABLE 84 MAXIMUM PERIOD OF WORKERS COMPENSATION PAY SUPPLEMENTS

MAXIMUM PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	32.3	7,918	17.1
4 MONTHS	1	3.2	512	1.1
24 MONTHS	1	3.2	394	.8
UNTIL TERMIN., RETIREMNT OR COMMENCEMNT	6	19.4	5,476	11.8
NOT SPECIFIED	2	6.5	3,465	7.5
OTHER	11	35.5	28,622	61.7
TOTAL	31	100.0	46,387	100.0

TABLE 85 PAID JURY DUTY LEAVE

AMOUNT OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	12.9	2,530	5.5
DIFFERENCE BETWEEN REGULAR PAY AND JURY FEES	26	83.9	43,742	94.3
NOT SPECIFIED	1	3.2	115	.2
TOTAL	31	100.0	46,387	100.0

TABLE 86 PAID BEREAVEMENT LEAVE

MAXIMUM NUMBER OF DAYS ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	3.2	1,155	2.5
IMMEDIATE FAMILY ONLY				
3.0 DAYS	1	3.2	394	.8
4.0 DAYS	3	9.7	4,021	8.7
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, .5 DAYS FOR CLOSE OR OTHER RELATIVES	1	3.2	1,095	2.4
4.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE OR OTHER RELATIVES	1	3.2	2,100	4.5
3.0 DAYS BASIC LEAVE WITH 2.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	17	54.8	30,441	65.6
4.0 DAYS BASIC LEAVE WITH 2.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	1	3.2	181	.4
4.0 DAYS BASIC LEAVE WITH 3.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	1	3.2	120	.3
4.0 DAYS BASIC LEAVE WITH 5.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	1	3.2	204	.4
5.0 DAYS BASIC LEAVE WITH 1.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	1	3.2	232	.5
OTHER	3	9.7	6,444	13.9
TOTAL	31	100.0	46,387	100.0

TABLE 87 SERVICE REQUIREMENTS FOR MATERNITY LEAVE

SERVICE REQUIREMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	19.4	2,910	6.3
3 MONTHS	3	9.7	7,439	16.0
6 MONTHS	5	16.1	5,576	12.0
12 MONTHS	17	54.8	30,462	65.7
TOTAL	31	100.0	46,387	100.0

TABLE 88 LENGTH OF MATERNITY LEAVE

LENGTH OF LEAVE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	12.9	2,408	5.2
21 WEEKS	1	3.2	150	.3
24 WEEKS	21	67.7	40,002	86.2
26 WEEKS	2	6.5	2,977	6.4
40 WEEKS	2	6.5	742	1.6
NOT SPECIFIED	1	3.2	108	.2
TOTAL	31	100.0	46,387	100.0

TABLE 89 SENIORITY STATUS DURING MATERNITY LEAVE

SENIORITY STATUS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	58.1	31,954	68.9
SENIORITY RETAINED UP TO TIME MATERNITY LEAVE BEGINS	13	41.9	14,433	31.1
TOTAL	31	100.0	46,387	100.0

TABLE 90 MATERNITY LEAVE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	16.1	5,108	11.0
MATERNITY LEAVE PLAN EXISTS	26	83.9	41,279	89.0
TOTAL	31	100.0	46,387	100.0

TABLE 91 LEAVE ABSENCE FOR FULL-TIME UNION DUTIES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	61.3	30,383	65.5
PROVISION EXISTS	12	38.7	16,004	34.5
TOTAL	31	100.0	46,387	100.0

TABLE 92 LEAVE OF ABSENCE FOR UNION FUNCTIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	3.2	181	.4
PROVISION EXISTS	30	96.8	46,206	99.6
TOTAL	31	100.0	46,387	100.0

TABLE 93 PAID LEAVE OF ABSENCE FOR PERSONAL REASONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	25.8	8,547	18.4
PATERNITY	4	12.9	3,494	7.5
MOVING	1	3.2	277	.6
CITIZENSHIP	1	3.2	3,644	7.9
FAMILY ILLNESS	1	3.2	108	.2
PATERNITY AND FAMILY ILLNESS	2	6.5	831	1.8
MOVING AND FAMILY ILLNESS	1	3.2	232	.5
PATERNITY, FAMILY ILLNESS AND MARRIAGE	1	3.2	120	.3
MOVING, CITIZENSHIP AND FAMILY ILLNESS	1	3.2	512	1.1
PATERNITY, MOVING, CITIZENSHIP AND FAMILY ILLNESS	11	35.5	28,622	61.7
TOTAL	31	100.0	46,387	100.0

TABLE 94 LEAVE OF ABSENCE FOR EDUCATIONAL PURPOSES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	38.7	11,402	24.6
LEAVE WITHOUT PAY	10	32.3	28,038	60.4
LEAVE WITH PARTIAL PAY	1	3.2	584	1.3
LEAVE WITH FULL PAY	5	16.1	5,861	12.6
LEAVE FOR EDUCATIONAL PURPOSES PROVIDED, BUT NOT SPECIFIED WITH OR WITHOUT PAY	3	9.7	502	1.1
TOTAL	31	100.0	46,387	100.0

TABLE 95 GRIEVANCE AND ARBITRATION PAY PROVISIONS *

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	19.4	6,391	13.8
GRIEVANCE PAY ONLY	22	71.0	36,911	79.6
GRIEVANCE AND ARBITRATION PAY	3	9.7	3,085	6.7
TOTAL	31	100.0	46,387	100.0

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* For explanation see number 10 in the Definitions at page viii.

TABLE 96 NEGOTIATION PAY PROVISIONS *

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	29.0	8,772	18.9
PROVISION EXISTS	22	71.0	37,615	81.1
TOTAL	31	100.0	46,387	100.0

TABLE 97 DANGEROUS WORK

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	31	100.0	46,387	100.0
TOTAL	31	100.0	46,387	100.0

TABLE 98 LABOUR MANAGEMENT SAFETY COMMITTEES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	35.5	10,512	22.7
PROVISION EXISTS	20	64.5	35,875	77.3
TOTAL	31	100.0	46,387	100.0

TABLE 99 SAFETY COMMITTEE PAY PROVISIONS

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	61.3	17,488	37.7
PROVISION EXISTS	12	38.7	28,899	62.3
TOTAL	31	100.0	46,387	100.0

TABLE 100 LABOUR-MANAGEMENT COMMITTEE

COMMITTEE PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	22.6	4,460	9.6
PROVISION FOR COMMITTEE WITH ONLY GENERAL STATEMENT OF ITS PURPOSE	22	71.0	37,994	81.9
PROVISION FOR COMMITTEE BUT RESTRICTED TO DISCUSSING A SPECIFIC LIST OF ITEMS	2	6.5	3,933	8.5
TOTAL	31	100.0	46,387	100.0

* For explanation see number 11 in the Definitions at page viii.

TABLE 101 ALLOWANCES FOR SAFETY SHOES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	71.0	33,039	71.2
SAFETY SHOES SUPPLIED AT NO COST TO EMPLOYEE	2	6.5	2,188	4.7
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF SAFETY SHOES	6	19.4	10,065	21.7
MONETARY ALLOWANCE PROVIDED FOR INITIAL SAFETY SHOES,REPLACEMENTS AT SOME COST	1	3.2	1,095	2.4
TOTAL	31	100.0	46,387	100.0

TABLE 102 ALLOWANCES FOR SAFETY GLASSES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	96.8	43,687	94.2
SAFETY GLASSES SUPPLIED AT NO COST TO EMPLOYEE	1	3.2	2,700	5.8
TOTAL	31	100.0	46,387	100.0

TABLE 103 SUPPLY OF OR ALLOWANCES FOR WORK CLOTHING OR UNIFORMS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	22.6	5,543	11.9
SUPPLIED AT NO COST TO EMPLOYEES	21	67.7	39,364	84.9
SUPPLIED AT SOME COST TO EMPLOYEES	1	3.2	204	.4
EMPLOYER MAKES A MONETARY ALLOWANCE	2	6.5	1,276	2.8
TOTAL	31	100.0	46,387	100.0

TABLE 104 MAINTENANCE OF WORK CLOTHING

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	54.8	31,935	68.8
MAINTAINED AT NO COST TO EMPLOYEES	9	29.0	9,836	21.2
EMPLOYER MAKES MONETARY ALLOWANCE FOR MAINTENANCE OF WORK CLOTHING	5	16.1	4,616	10.0
TOTAL	31	100.0	46,387	100.0

TABLE 105 ALLOWANCE FOR TOOLS

ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	67.7	37,905	81.7
TOOLS SUPPLIED AT NO COST TO EMPLOYEE	2	6.5	354	.8
TOOLS REPLACED AT NO COST TO EMPLOYEE	1	3.2	2,024	4.4
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF TOOLS	7	22.6	6,104	13.2
TOTAL	31	100.0	46,387	100.0

TABLE 106 MEAL, LODGING AND PER DIEM ALLOWANCES ON TRAVEL STATUS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	51.6	14,331	30.9
MEAL ALLOWANCE (OR MEALS SUPPLIED)	1	3.2	2,700	5.8
MEAL AND LODGING ALLOWANCE, OR MEAL AND LODGING SUPPLIED	2	6.5	340	.7
PER DIEM ALLOWANCE PROVIDED BUT ITEMS COVERED NOT SPECIFIED OR DETERMINED	11	35.5	28,622	61.7
OTHER	1	3.2	394	.8
TOTAL	31	100.0	46,387	100.0

TABLE 107 TRAVEL TIME PAY

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	80.6	39,457	85.1
PAY FOR TRAVEL TIME DIRECTLY RELATED TO THE JOB	6	19.4	6,930	14.9
TOTAL	31	100.0	46,387	100.0

TABLE 108 MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR

ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	27	87.1	43,113	92.9
FLAT AMOUNT PER MONTH AND CENTS PER KM 50.00 DOLLARS PER MONTH PLUS CENTS PER KM	1	3.2	2,268	4.9
OTHER	3	9.7	1,006	2.2
TOTAL	31	100.0	46,387	100.0

TABLE 109 APPRENTICESHIP TRAINING PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	80.6	40,379	87.0
PROVISION EXISTS	6	19.4	6,008	13.0
TOTAL	31	100.0	46,387	100.0

TABLE 110 APPRENTICESHIP RATIO

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	96.8	43,687	94.2
ONE TO TWO	1	3.2	2,700	5.8
TOTAL	31	100.0	46,387	100.0

TABLE 111 ON-THE-JOB TRAINING PROVISIONS *

PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	64.5	36,574	78.8
TRAINING FOR BARGAINING UNIT EMPLOYEES	11	35.5	9,813	21.2
TOTAL	31	100.0	46,387	100.0

TABLE 112 SEVERANCE PAY & LAY-OFF BENEFIT PLANS (OTHER THAN SUB)**

PLAN	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	31	100.0	46,387	100.0
TOTAL	31	100.0	46,387	100.0

TABLE 113 SUPPLEMENTAL UNEMPLOYMENT BENEFIT (S.U.B.) PLANS

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	31	100.0	46,387	100.0
TOTAL	31	100.0	46,387	100.0

* For explanation see number 12 in the Definitions at page viii.

** For explanation see number 13 in the Definitions at page viii.

TABLE 114 RESTRICTIONS ON MOONLIGHTING

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	31	100.0	46,387	100.0
TOTAL	31	100.0	46,387	100.0

TABLE 115 RESTRICTIONS ON WORK BY NON-BARGAINING UNIT EMPLOYEES

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	80.6	44,754	96.5
PROVISION EXISTS	6	19.4	1,633	3.5
TOTAL	31	100.0	46,387	100.0

TABLE 116 RESTRICTIONS ON CONTRACTING OUT

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	77.4	41,754	90.0
PROVISION EXISTS	7	22.6	4,633	10.0
TOTAL	31	100.0	46,387	100.0

TABLE 117 TECHNOLOGICAL CHANGE - ADVANCE NOTICE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	71.0	33,584	72.4
6 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	1	3.2	204	.4
NOT SPECIFIED	8	25.8	12,599	27.2
TOTAL	31	100.0	46,387	100.0

TABLE 118 TECHNOLOGICAL CHANGE - CONSULTATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	83.9	40,914	88.2
PROVISION EXISTS	5	16.1	5,473	11.8
TOTAL	31	100.0	46,387	100.0

TABLE 119 TECHNOLOGICAL CHANGE - TRAINING BENEFITS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	80.6	36,793	79.3
PROVISION EXISTS	6	19.4	9,594	20.7
TOTAL	31	100.0	46,387	100.0

TABLE 120 TECHNOLOGICAL CHANGE - ATTRITION ARRANGEMENTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	31	100.0	46,387	100.0
TOTAL	31	100.0	46,387	100.0

TABLE 121 TECHNOLOGICAL CHANGE - INCOME PROTECTION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	29	93.5	41,449	89.4
PROVISION EXISTS	2	6.5	4,938	10.6
TOTAL	31	100.0	46,387	100.0

TABLE 122 TECHNOLOGICAL CHANGE - JOINT AUTOMATION COMMITTEE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	31	100.0	46,387	100.0
TOTAL	31	100.0	46,387	100.0

TABLE 123 TECHNOLOGICAL CHANGE - RELOCATION ALLOWANCES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	31	100.0	46,387	100.0
TOTAL	31	100.0	46,387	100.0

TABLE 124 TECHNOLOGICAL CHANGE - TRANSFER ARRANGEMENTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	83.9	37,207	80.2
PROVISION EXISTS	5	16.1	9,180	19.8
TOTAL	31	100.0	46,387	100.0

TABLE 125 TECHNOLOGICAL CHANGE - ADVANCE NOTICE OF LAY-OFF

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	31	100.0	46,387	100.0
TOTAL	31	100.0	46,387	100.0

TABLE 126 TECHNOLOGICAL CHANGE - SEVERANCE PAY

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	29	93.5	44,083	95.0
PROVISION EXISTS	2	6.5	2,304	5.0
TOTAL	31	100.0	46,387	100.0

TABLE 127 TECHNOLOGICAL CHANGE - ARBITRATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	96.8	46,183	99.6
PROVISION EXISTS	1	3.2	204	.4
TOTAL	31	100.0	46,387	100.0

TABLE 128 ADVANCE NOTICE OF PLANT CLOSING OR RELOCATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	31	100.0	46,387	100.0
TOTAL	31	100.0	46,387	100.0

TABLE 129 JOB EVALUATION AND UNION PARTICIPATION IN CLASSIFICATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	25.8	5,450	11.7
FORMAL JOB EVALUATION PLAN	6	19.4	6,721	14.5
JOINT UNION-MANAGEMENT PARTICIPATION IN JOB CLASSIFICATION ON AD HOC BASIS	16	51.6	33,822	72.9
JOINT UNION-MANAGEMENT PARTICIPATION IN JOB CLASSIFICATION ON FORMAL BASIS	1	3.2	394	.8
TOTAL	31	100.0	46,387	100.0

TABLE 130 GRIEVANCE OF JOB CLASSIFICATION OR RE-CLASSIFICATION

GRIEVANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	35.5	8,665	18.7
PROVISION EXISTS	20	64.5	37,722	81.3
TOTAL	31	100.0	46,387	100.0

TABLE 131 EQUAL PAY FOR WORK OF EQUAL VALUE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	28	90.3	43,383	93.5
PROVISION EXISTS	3	9.7	3,004	6.5
TOTAL	31	100.0	46,387	100.0

TABLE 132 FREQUENCY OF COST-OF-LIVING ADJUSTMENTS

FREQUENCY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	29	93.5	45,929	99.0
ONE ADJUSTMENT DURING TERM OF AGREEMENT	1	3.2	277	.6
OTHER	1	3.2	181	.4
TOTAL	31	100.0	46,387	100.0

TABLE 133 AMOUNT OF COST-OF-LIVING ADJUSTMENTS

AMOUNT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	29	93.5	45,929	99.0
PERCENTAGE ADJUSTMENTS CAN NOT BE EASILY TABULATED	1	3.2	277	.6
OTHER	1	3.2	181	.4
TOTAL	31	100.0	46,387	100.0

TABLE 134 ATTENDANCE OR CONTINUOUS SERVICE BONUS

BONUS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	67.7	37,226	80.3
CONTINUOUS SERVICE BONUS ONLY	10	32.3	9,161	19.7
TOTAL	31	100.0	46,387	100.0

TABLE 135 EMPLOYER CONTRIBUTION TO BASIC MEDICAL & HOSPITAL PLANS

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	16.1	7,307	15.8
33.3 PER CENT	1	3.2	100	.2
50.0 PER CENT	17	54.8	36,925	79.6
70.0 PER CENT	2	6.5	598	1.3
75.0 PER CENT	1	3.2	180	.4
100.0 PER CENT	3	9.7	850	1.8
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.2	277	.6
NOT SPECIFIED	1	3.2	150	.3
TOTAL	31	100.0	46,387	100.0

TABLE 136 SPECIALIZED INSURANCE BENEFITS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	22.6	7,577	16.3
DENTAL CARE PLAN ONLY	21	67.7	31,371	67.6
PRESCRIPTION DRUG PLAN AND DENTAL CARE PLAN	1	3.2	3,644	7.9
COMBINATION OF THREE PLANS	2	6.5	3,795	8.2
TOTAL	31	100.0	46,387	100.0

TABLE 137 MAJOR MEDICAL OR COMPREHENSIVE BENEFIT PLANS *

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	27	87.1	38,840	83.7
PROVISION EXISTS	4	12.9	7,547	16.3
TOTAL	31	100.0	46,387	100.0

TABLE 138 EMPLOYER CONTRIBUTIONS TO LIFE INSURANCE PLANS

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	12.9	5,383	11.6
50.0 PER CENT	4	12.9	6,976	15.0
60.0 PER CENT	2	6.5	742	1.6
70.0 PER CENT	1	3.2	204	.4
75.0 PER CENT	1	3.2	180	.4
80.0 PER CENT	1	3.2	100	.2
100.0 PER CENT	3	9.7	779	1.7
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	12	38.7	28,854	62.2
NOT SPECIFIED	3	9.7	3,169	6.8
TOTAL	31	100.0	46,387	100.0

TABLE 139 AMOUNT OF BENEFITS PROVIDED IN LIFE INSURANCE PLANS

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	9.7	4,288	9.2
25,000 DOLLARS	1	3.2	277	.6
VARIES WITH INCOME OR JOB CLASSIFICATION	17	54.8	36,219	78.1
VARIES BY SEX, MARITAL OR DEPENDENT STATUS	2	6.5	1,195	2.6
NOT SPECIFIED	8	25.8	4,408	9.5
TOTAL	31	100.0	46,387	100.0

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* For explanation see number 14 in the Definitions at page viii.

TABLE 140 EMPLOYER CONTRIBUTIONS TO A. D. & D. INSURANCE

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	35.5	13,193	28.4
75.0 PER CENT	1	3.2	180	.4
80.0 PER CENT	1	3.2	100	.2
100.0 PER CENT	2	6.5	744	1.6
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	11	35.5	28,622	61.7
NOT SPECIFIED	5	16.1	3,548	7.6
TOTAL	31	100.0	46,387	100.0

TABLE 141 AMOUNT OF BENEFITS PROVIDED IN A. D. & D. INSURANCE

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	35.5	13,193	28.4
VARIES WITH INCOME OR JOB CLASSIFICATION	16	51.6	32,170	69.4
VARIES BY SEX, MARITAL OR DEPENDENT STATUS	1	3.2	100	.2
NOT SPECIFIED	3	9.7	924	2.0
TOTAL	31	100.0	46,387	100.0

TABLE 142 EMPLOYER CONTRIB. TO WEEKLY SICKNESS & ACCIDENT INDEMNITY

AMOUNT OF PREMIUM CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	74.2	35,014	75.5
70.0 PER CENT	1	3.2	204	.4
75.0 PER CENT	3	9.7	7,439	16.0
100.0 PER CENT	1	3.2	627	1.4
NOT SPECIFIED	3	9.7	3,103	6.7
TOTAL	31	100.0	46,387	100.0

TABLE 143 AMOUNT OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	74.2	35,014	75.5
EXPRESSED AS PERCENT OF WAGES	1	3.2	627	1.4
VARIES WITH INCOME OR JOB CLASSIFICATION	3	9.7	3,945	8.5
VARIES WITH SEX OR WITH SEX AND INCOME	1	3.2	3,644	7.9
NOT SPECIFIED	3	9.7	3,157	6.8
TOTAL	31	100.0	46,387	100.0

TABLE 144 MAXIMUM DURATION OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

MAXIMUM DURATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	77.4	37,714	81.3
26 WEEKS	1	3.2	627	1.4
VARIES WITH LENGTH OF SERVICE	2	6.5	4,739	10.2
VARIES BY SEX	1	3.2	115	.2
NOT SPECIFIED	3	9.7	3,192	6.9
TOTAL	31	100.0	46,387	100.0

TABLE 145 LONG TERM DISABILITY BENEFIT PLANS

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	16.1	5,254	11.3
PROVISION EXISTS	26	83.9	41,133	88.7
TOTAL	31	100.0	46,387	100.0

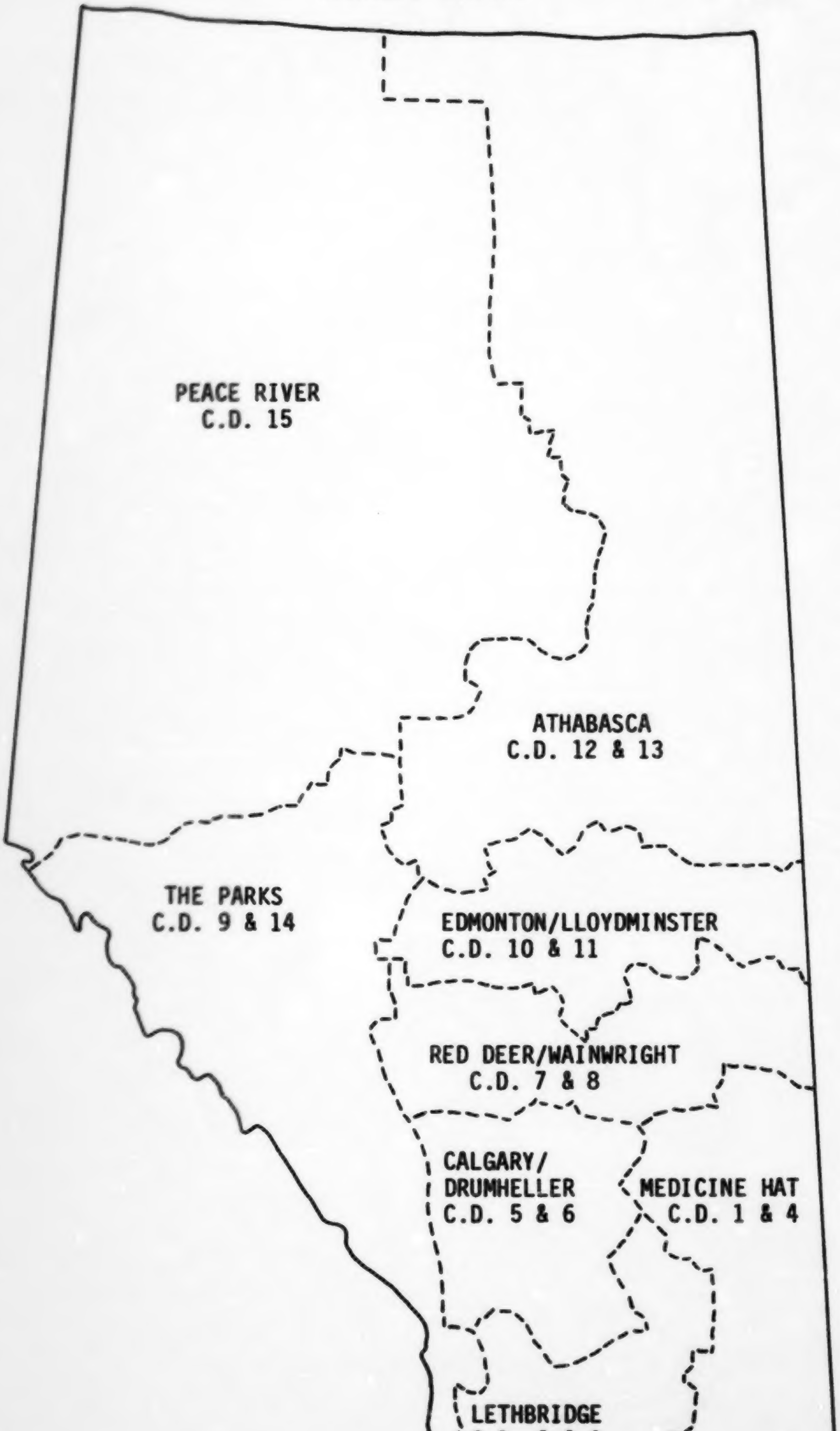
TABLE 146 EMPLOYER CONTRIBUTIONS TO NON-SPECIFIED EMPLOYEE BENEFITS

PERCENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	83.9	40,085	86.4
NOT SPECIFIED	5	16.1	6,302	13.6
TOTAL	31	100.0	46,387	100.0

TABLE 147 **PENSION PLANS**

FINANCING ARRANGEMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	58.1	34,780	75.0
NON-CONTRIBUTORY	2	6.5	1,148	2.5
CONTRIBUTORY	3	9.7	1,552	3.3
NOT SPECIFIED	8	25.8	8,907	19.2
TOTAL	31	100.0	46,387	100.0

ECONOMIC REGIONS


PEACE RIVER
C.D. 15
ATHABASCA
C.D. 12 & 13
THE PARKS
C.D. 9 & 14
EDMONTON/LLOYDMINSTER
C.D. 10 & 11
RED DEER/WAINWRIGHT
C.D. 7 & 8
CALGARY/
DRUMHELLER
C.D. 5 & 6
MEDICINE HAT
C.D. 1 & 4
LETHBRIDGE
C.D. 2 & 3

APPENDIX II

List of Collective Agreements Included in the Report By Industry

MINING

CANADIAN SUPERIOR OIL LTD	HARMATTAN	CDN SUP DIDSBURY EMPL ASSOC
CARDINAL RIVER COALS LTD	LUSCAR	MINE WORKERS
COLEMAN COLLIERIES LIMITED	COLEMAN	MINE WORKERS
MANALTA COAL LTD	WABAMUN AND SUNDANCE	C.L.C. DIRECTLY CHARTERED
SUNCOR INC. RESOURCES GP(OIL SANDS DIV)	FORT MCMURRAY	MCMURRAY INDEP OIL WKRS
TEXACO CANADA LIMITED	EDMONTON	ENERGY & CHEMICAL WORKERS

MANUFACTURING

ATCO COMPANIES	CALGARY	CARPENTERS
BARBER INDUSTRIES	EDMONTON	MOULDERS
BRITISH COLUMBIA FOREST PRO (SAWMILL)	GRANDE CACHE	WOODWORKERS
BUILDING DESIGN SYSTEMS (MASTER)	PROVINCE-WIDE	SHEET METAL WORKERS
BUILDING PRODUCTS OF CANADA LIMITED	EDMONTON	ENERGY & CHEMICAL WORKERS
BURNCO ROCK PRODUCTS LTD	CALGARY	OPERATING ENGINEERS
C W CARRY LTD	EDMONTON	STEELWORKERS
CALGARY HERALD, THE	CALGARY	C.L.C. DIRECTLY CHARTERED
CANADA CEMENT LAFARGE LTD	EXSHAW	CEMENT WORKERS
CANADA PACKERS LIMITED	INTERCITY	UNITED FOOD & COMM. WORKERS
CANADA PACKERS POULTRY	EDMONTON	UNITED FOOD & COMM. WORKERS
CARLING O'KEEFE BREWERIES OF CANADA LTD	CALGARY	BREWERY WORKERS
CDN FOREST PROD LTD ALTA AREA LUMBER	GRANDE PRAIRIE	WOODWORKERS
CELANESE CANADA LIMITED	EDMONTON	ENERGY & CHEMICAL WORKERS
CENTENNIAL PACKERS LIMITED	CALGARY	UNITED FOOD & COMM. WORKERS
CON-FORCE PRODUCTS LTD	EDMONTON	IRON WORKERS
DOMGLAS INC.	REDCLIFF	GLASSWORKERS
DOMINION BRIDGE COMPANY LIMITED	CALGARY	STEELWORKERS
DOMINION BRIDGE COMPANY LIMITED	EDMONTON	STEELWORKERS
DOMTAR CHEMICALS GROUP	COCHRANE	MISCELLANEOUS EMPLOYEES
DOMTAR PACKAGING CORRUGATED CONTAINERS	CALGARY	CANADIAN PAPERWORKERS
EDMONTON GRAPHIC INDUSTRIES ASSOCIATION	EDMONTON	MULTI-UNION
EMPRESS FOODS LTD	TABER	OPERATING ENGINEERS
EMPRESS FOODS LTD LETH PROCESSING PLANT	LETHBRIDGE	MISCELLANEOUS EMPLOYEES
FIBERGLAS CANADA LIMITED	EDMONTON	ENERGY & CHEMICAL WORKERS
GAINERS LIMITED (RED MEAT)	EDMONTON	UNITED FOOD & COMM. WORKERS
GEN TIRE & RUBBER CO - CESSCO FAB & ENG	EDMONTON	BOILERMAKERS
GENERAL HOME SYSTEMS LTD	LETHBRIDGE	WOODWORKERS
GENSTAR CEMENT LTD	EDMONTON & CADOMIN	CEMENT WORKERS
GMG LIMITED	EDMONTON	GARMENT WORKERS
IKO INDUSTRIES LIMITED	CALGARY	ENERGY & CHEMICAL WORKERS
INTERPROVINCIAL STEEL AND PIPE CORP LTD	EDMONTON	STEELWORKERS
KRUPP INDUSTRIES CANADA LTD	EDMONTON	IRON WORKERS
LABATT'S ALBERTA BREWERY	EDMONTON	BREWERY WORKERS
LILYDALE CO-OPERATIVE LIMITED	EDMONTON	UNITED FOOD & COMM. WORKERS
LUCERNE FOODS LTD	CALGARY	UNITED FOOD & COMM. WORKERS
MCCOY BROS LTD	EDMONTON	MCCOY BROS EMPL ASSOC

MCGAVIN TOASTMASTER LIMITED	EDMONTON	BAKERY WORKERS
NELSON LUMBER COMPANY LTD	LLOYDMINSTER	WOODWORKERS
OLD DUTCH FOODS LTD	CALGARY	UNITED FOOD & COMM. WORKERS
PALM DAIRIES LTD	INTERCITY	MISCELLANEOUS EMPLOYEES
PALM DAIRIES LTD	EDMONTON	MISCELLANEOUS EMPLOYEES
PROCOR LIMITED SULPHUR SERVICES DIV	CALGARY	OPERATING ENGINEERS
PRUDENTIAL STEEL & CARDINAL TUBE CTNGS	CALGARY	STEELWORKERS
SEALY WESTERN LTD	EDMONTON	UPHOLSTERERS
SICKS' LETHBRIDGE BREWERY LIMITED	LETHBRIDGE	BREWERY WORKERS
ST REGIS (ALBERTA) LIMITED	HINTON	CANADIAN PAPERWORKERS
ST REGIS (ALBERTA) LIMITED	HINTON	WOODWORKERS
STEEL COMPANY OF CANADA LIMITED (STEEL)	EDMONTON	STEELWORKERS
STEEL COMPANY OF CANADA LIMITED(FINISH)	EDMONTON	STEELWORKERS
TERRITORIAL TRAILER (METAL FABRICATOR)	EDMONTON	CARPENTERS
WESTERN CANADA STEEL CALGARY DIVISION	CALGARY	STEELWORKERS
WESTERN CO-OPERATIVE FERTILIZERS LTD	MEDICINE HAT	ENERGY & CHEMICAL WORKERS
WESTERN CO-OPERATIVE FERTILIZERS LTD	CALGARY	ENERGY & CHEMICAL WORKERS
WESTERN ROCK BIT COMPANY LIMITED	CALGARY	WESTERN ROCK BIT EMPL ASSOC
WHITE STAG/PARKER SPORTSWEAR	EDMONTON	LADIES' GARMENT WORKERS

ALBERTA ROADBUILDERS ASSOCIATION	PROVINCE-WIDE	OPERATING ENGINEERS
BOILERMAKERS CONTRACTORS ASSOCIATION	PROVINCE-WIDE	BOILERMAKERS
CATALYTIC (DOW CHEMICAL MAINTENANCE)	FORT SASKATCHEWAN	MULTI-UNION
CATALYTIC ENTERPRISES (SUNCOR INC)	TAR ISLAND	MULTI-UNION
CATALYTIC ENTERPRISES (SYNCRUDE)	MILDRED LAKE	MULTI-UNION
CLR-BRICKLAYERS TRADE DIV	PROVINCE-WIDE	BRICKLAYERS
CLR-CARPENTERS TRADE DIVISION	PROVINCE-WIDE	CARPENTERS
CLR-CEMENT MASONS TRADE DIV	PROVINCE-WIDE	PLASTERERS
CLR-CRANE OWNERS TRADE DIV	PROVINCE-WIDE	OPERATING ENGINEERS
CLR-ELEVATOR CONSTRUCTORS TRADE DIV	PROVINCE WIDE	ELEVATOR CONSTRUCTORS
CLR-FLOOR COVERING TRADE DIV	CALGARY	PAINTERS & GLAZIERS
CLR-INDUSTRIAL PLANT CONSTRUCTION MAST	PROVINCE-WIDE	TEAMSTERS
CLR-INSULATORS TRADE DIV	PROVINCE-WIDE	ASBESTOS WORKERS
CLR-INTERIOR SYSTEMS TRADE DIVISION	PROVINCE-WIDE	CARPENTERS
CLR-LABOURERS (CALGARY) TRADE DIVISION	CALGARY	LABOURERS
CLR-LABOURERS EDM TRADE DIV	EDMONTON	LABOURERS
CLR-LATHERS (EDM & CALGARY) TRADE DIV	EDMONTON & CALGARY	CARPENTERS
CLR-MECHANICAL TRADE DIV	EDMONTON	PLUMBERS
CLR-MECHANICAL TRADE DIVISION	CALGARY	PLUMBERS
CLR-MILLWRIGHTS EDM TRADE DIV	EDMONTON	CARPENTERS
CLR-MILLWRIGHTS TRADE DIVISION	CALGARY	CARPENTERS
CLR-OPERATING ENGINEERS TRADE DIV	PROVINCE-WIDE	OPERATING ENGINEERS
CLR-PAINTERS TRADE DIVISION	EDMONTON	PAINTERS & GLAZIERS
CLR-PLASTERERS CALG TRADE DIV	CALGARY	PLASTERERS
CLR-PLASTERERS TRADE DIVISION	EDMONTON	PLASTERERS
CLR-REFRIGERATION TRADE DIVISION	PROVINCE-WIDE	PLUMBERS
CLR-ROOFERS EDMONTON TRADE DIV	EDMONTON	LABOURERS
CLR-ROOFERS TRADE DIV	CALGARY	SHEET METAL WORKERS
CLR-SHEET METAL TRADE DIV	PROVINCE-WIDE	SHEET METAL WORKERS
CLR-SHEETERS,CLADDERS & DECKERS DIV	PROVINCE-WIDE	SHEET METAL WORKERS
ELECTRICAL CONTRACTORS ASSOC OF ALTA	PROVINCE-WIDE	ELECTRICAL WORKERS
GLAZIERS CALGARY (INSIDE)	CALGARY	PAINTERS & GLAZIERS
GLAZIERS CALGARY (JOB SITE)	CALGARY	GLASSWORKERS
MARBLE TILE AND TERRAZZO CONTRACTORS	INTERCITY	BRICKLAYERS
MECHANICAL CONTRACTORS ASSOC S DIST	LETHBRIDGE	PLUMBERS
NORMAN WELLS PIPELINE PROJECT	ZAMA LAKE NORTH	MULTI-UNION
PIPE LINE CONTRACTORS ASSOC OF CANADA	PROVINCE-WIDE	LABOURERS

PIPE LINE CONTRACTORS ASSOC OF CANADA	PROVINCE-WIDE	PLUMBERS
PIPE LINE CONTRACTORS ASSOC OF CANADA	PROVINCE-WIDE	TEAMSTERS
SIDEWALK&CURBS CONTRACTORS MASTER	CALGARY	LABOURERS
TILE TERRAZZO & MARBLE ALTA ASSOC	EDMONTON	BRICKLAYERS

TRANSPORTATION, COMMUNICATION AND UTILITIES

ACCESS ALBERTA	PROVINCE WIDE	ELECTRICAL WORKERS
ALBERTA GOVERNMENT TELEPHONES	PROVINCE-WIDE	ELECTRICAL WORKERS
ALBERTA GOVERNMENT TELEPHONES (CLERC)	PROVINCE-WIDE	ELECTRICAL WORKERS
BREWSTER TRANSPORT COMPANY LIMITED	BANFF	AMALGAMATED TRANSIT
BYERS TRANSPORT LTD	PROVINCE-WIDE	TEAMSTERS
C-E NATCO LIMITED	CALGARY	BOILERMAKERS
CALGARY HANDI-BUSES ASSOCIATION	CALGARY	AMALGAMATED TRANSIT
CALGARY, THE CITY OF	CALGARY	AMALGAMATED TRANSIT
CANADIAN COACHWAYS (ALBERTA) LIMITED	CALGARY	AMALGAMATED TRANSIT
CANADIAN WESTERN NATURAL GAS COLTDPLANT	CALGARY & LETHBRIDGE	NATURAL GAS EMPL WELF ASSOC
CANADIAN WESTERN NATURAL GASCOLTDOFFICE	CALGARY & LETHBRIDGE	NATURAL GAS EMPL WELF ASSOC
CENTRAL WASTE SYSTEMS LTD	INTERCITY	RAILWAY WORKERS
DIVERSIFIED TRANSPORTATION LTD	EDMONTON & CALGARY	TEAMSTERS
EDMONTON,THE CITY OF (POWER UNIT)	EDMONTON	ELECTRICAL WORKERS
EDMONTON,THE CITY OF (TRANSIT)	EDMONTON	AMALGAMATED TRANSIT
EDMONTON,THE CITY OF (TELEPHONES)	EDMONTON	ELECTRICAL WORKERS
GREY GOOSE BUS LINES (ALBERTA) LTD	CALGARY	RAILWAY WORKERS
GREYHOUND LINES OF CANADA LTD	CALGARY	AMALGAMATED TRANSIT
ICG UTILITIES (PLAINS-WESTERN) LTD	PROVINCE-WIDE	ENERGY & CHEMICAL WORKERS
NORTHWESTERN UTILITIES LIMITED (OFFICE)	PROVINCE-WIDE	NATURAL GAS EMPL BEN ASSOC
NORTHWESTERN UTILITIES LIMITED (PLANT)	PROVINCE-WIDE	NATURAL GAS EMPL BEN ASSOC
TEAMSTER MASTER AGREEMENT	EDMONTON	TEAMSTERS
TRANS-CANADA FREEZERS	LETHBRIDGE	MISCELLANEOUS EMPLOYEES
TRANSALTA UTILITIES CORP	PROVINCE-WIDE	TRANSALTA EMPL ASSOC
TRANSALTA UTILITIES CORP	WABAMUN & SEBA BEACH	ELECTRICAL WORKERS
TRI-LINE EXPRESSWAYS (CENTRAL DISPATCH)	CALGARY EDMONTON	TEAMSTERS

TRADE

ALBERTA BREWERS AGENTS LIMITED	EDMONTON	RETAIL WHOLESALE UNION
ALBERTA BREWERS AGENTS LTD	INTERCITY	RETAIL WHOLESALE UNION
CALGARY CO-OP ASSOC LTD	CALGARY	CALICO CLUB
CANADA SAFEWAY (OUTSIDE POINTS)	INTER CITY	UNITED FOOD & COMM. WORKERS
CANADA SAFEWAY LIMITED	MEDICINE HAT	UNITED FOOD & COMM. WORKERS
CANADA SAFEWAY LIMITED	EDMONTON	UNITED FOOD & COMM. WORKERS
CANADA SAFEWAY LIMITED	CALGARY	UNITED FOOD & COMM. WORKERS
CANADA SAFEWAY LIMITED	CALGARY	UNITED FOOD & COMM. WORKERS
CANADA SAFEWAY LIMITED	EDMONTON	UNITED FOOD & COMM. WORKERS
CANADA SAFEWAY LIMITED	LETHBRIDGE	UNITED FOOD & COMM. WORKERS
EDMONTON CO-OPERATIVE ASSOCIATION LTD	EDMONTON	UNITED FOOD & COMM. WORKERS
FERGUSON SUPPLY LTD	CALGARY & EDMONTON	MACHINISTS
HORNE & PITFIELD FOODS LIMITED	EDMONTON	H AND P EMPL ASSOC
HORNE & PITFIELD FOODS LIMITED	EDMONTON	UNITED FOOD & COMM. WORKERS
ICG CANADIAN PROPANE LTD	INTERCITY	TEAMSTERS
MACDONALDS CONSOLIDATED LTD	EDMONTON	UNITED FOOD & COMM. WORKERS
MACDONALDS CONSOLODATED-CANADA SAFEWAY	CALGARY	MISCELLANEOUS EMPLOYEES
R ANGUS ALBERTA LIMITED	PROVINCE-WIDE	INDEP UNION HVY EQUIP TRDS
SUPER VALU	CALGARY	UNITED FOOD & COMM. WORKERS

ALBERTA CANCER BOARD	INTERCITY	STAFF NURSE ASSOC
ALBERTA CANCER BOARD	INTERCITY	A. U. P. E.
ALBERTA CANCER BOARD (PARA TECH)	INTERCITY	HEALTH SCIENCE ASSOCIATION
ALBERTA CHILDRENS PROV GEN HOSPITAL	CALGARY	UNITED NURSES OF ALBERTA
ALBERTA FOOD & HOUSING CONTRACTORS	PROVINCE WIDE	HOTEL & RESTAURANT EMPL
ALBERTA HOSPITAL ASSN PARAMEDIC TECH	PROVINCE-WIDE	HEALTH SCIENCE ASSOCIATION
ALBERTA HOSPITAL ASSOC PARAMEDIC PROF.	PROVINCE-WIDE	HEALTH SCIENCE ASSOCIATION
ALBERTA HOSPITAL ASSOCIATION	PROVINCE-WIDE	AARNA
ALBERTA HOSPITAL ASSOCIATION	PROVINCE-WIDE	UNITED NURSES OF ALBERTA
ALBERTA HOSPITAL ASSOCIATION	PROVINCE-WIDE	C. U. P. E.
ATHABASCA UNIVERSITY (SUPPORT STAFF)	EDMONTON	ATHABASCA UNIV. STAFF ASSOC
CALGARY EXHIBITION AND STAMPEDE	CALGARY	MUSICIANS
CALGARY GENERAL HOSPITAL BOARD	CALGARY	C. U. P. E.
CALGARY GENERAL HOSPITAL PARA TECH	CALGARY	HEALTH SCIENCE ASSOCIATION
CALGARY LOCAL BOARD OF HEALTH	CALGARY	STAFF NURSE ASSOC
CALGARY LOCAL BOARD OF HEALTH	CALGARY	C. U. P. E.
CALGARY PUBLIC LIBRARY BOARD	CALGARY	C. U. P. E.
CHATEAU LACOMBE HOTEL (LANCH HOLDINGS)	EDMONTON	HOTEL & RESTAURANT EMPL
CLR-CONSTRUCTION CULINARY AGREEMENT	PROVINCE WIDE	HOTEL & RESTAURANT EMPL
CP HOTELS LTD-HOTEL PALLISER(MAIN GROUP	CALGARY	RAILWAY WORKERS
EDMONTON GENERAL HOSPITAL	EDMONTON	ALBERTA HOSP. EMPL ASSOC
EDMONTON LOCAL BOARD OF HEALTH	EDMONTON	CIVIC SERVICE UNION
EDMONTON PUBLIC LIBRARY.BOARD	EDMONTON	CIVIC SERVICE UNION
EDMONTON RCSSD NO 7	EDMONTON	SCHOOL SUPP STAFF ASSOC
EDMONTON RCSSD NO 7	EDMONTON	C. U. P. E.
EDMONTON SCHOOL DISTRICT NO 7	EDMONTON	C. U. P. E.
EDMONTON SCHOOL DISTRICT NO 7	EDMONTON	C. U. P. E.
FOOTHILLS PROVINCIAL GENERAL HOSPITAL	CALGARY	UNITED NURSES OF ALBERTA
FOOTHILLS PROVINCIAL GENERAL HOSPITAL	CALGARY	A. U. P. E.
FOOTHILLS PROVINCIAL HOSP PARA TECH	CALGARY	HEALTH SCIENCE ASSOCIATION
FORT MCMURRAY SCHOOL DISTRICT #2833	FORT MCMURRAY	C. U. P. E.
GLENROSE PROV GENERAL HOSP PARA PROF	EDMONTON	HEALTH SCIENCE ASSOCIATION
GLENROSE PROVINCIAL GENERAL HOSPITAL	EDMONTON	AARNA
GLENROSE PROVINCIAL GENERAL HOSPITAL	EDMONTON	UNITED NURSES OF ALBERTA
GLENROSE PROVINCIAL GENERAL HOSPITAL	EDMONTON	A. U. P. E.
HEALTH UNIT ASSOCIATION OF ALBERTA	INTER-CITY	UNITED NURSES OF ALBERTA
HOTEL MACDONALD	EDMONTON	HOTEL & RESTAURANT EMPL

KEYANO COLLEGE (SUPPORT STAFF)	FORT MCMURRAY	C. U. P. E.
LAKELAND COLLEGE (SUPPORT STAFF)	VERMILLION	A. U. P. E.
MEDICINE HAT COLLEGE (SUPPORT STAFF)	MEDICINE HAT	A. U. P. E.
METRO-EDMONTON HOSPITAL (CAMPSELL)	EDMONTON	ALBERTA HOSP. EMPL ASSOC
MOUNT ROYAL COLLEGE (SUPPORT STAFF)	CALGARY	MT ROYAL COLL SUPP STAFF
NAIT (SUPPORT STAFF)	EDMONTON	A. U. P. E.
NB COOK (CHINOOKBRENTWOODSOUTHWOOD NH)	CALGARY	C. U. P. E.
NON-DESTRUCTIVE TESTING COMPANIES	PROVINCE WIDE	QUALITY CONTROL COUNCIL
OLDS COLLEGE (SUPPORT STAFF)	OLDS	A. U. P. E.
ROYAL ALEXANDRA HOSPITAL	EDMONTON	ALBERTA HOSP. EMPL ASSOC
ROYAL ALEXANDRA HOSPITAL	EDMONTON	A. U. P. E.
ROYAL ALEXANDRA HOSPITAL,THE	EDMONTON	UNITED NURSES OF ALBERTA
SAIT (SUPPORT STAFF)	CALGARY	A. U. P. E.
SERPATHCO SERV(CAL MED LABS PARA TECH)	CALGARY	HEALTH SCIENCE ASSOCIATION
ST ALBERT PROTESTANT SSD NO 6	ST ALBERT	C. U. P. E.
UNIVERSITY HOSPITAL	EDMONTON	STAFF NURSE ASSOC
UNIVERSITY HOSPITAL PARAMEDIC TECH	EDMONTON	HEALTH SCIENCE ASSOCIATION
UNIVERSITY HOSPITAL-PARAMEDIC PROFF	EDMONTON	HEALTH SCIENCE ASSOCIATION
UNIVERSITY OF ALBERTA HOSPITAL	EDMONTON	A. U. P. E.
UNIVERSITY OF CALGARY (SUPPORT STAFF)	CALGARY	A. U. P. E.
UNIVERSITY OF LETHBRIDGE (SUPP STAFF)	LETHBRIDGE	A. U. P. E.
VS SERVICES LTD	RED DEER	A. U. P. E.
VS SERVICES LTD (MASTER)	INTERCITY	C. U. P. E.

PUBLIC ADMINISTRATION

ALBERTA GOVERNMENT (DIVISION 1)	PROVINCE-WIDE	A. U. P. E.
ALBERTA GOVERNMENT (DIVISION 11)	PROVINCE-WIDE	A. U. P. E.
ALBERTA GOVERNMENT (DIVISION 12)	PROVINCE-WIDE	A. U. P. E.
ALBERTA GOVERNMENT (DIVISION 2)	PROVINCE-WIDE	A. U. P. E.
ALBERTA GOVERNMENT (DIVISION 3)	PROVINCE-WIDE	A. U. P. E.
ALBERTA GOVERNMENT (DIVISION 4)	PROVINCE-WIDE	A. U. P. E.
ALBERTA GOVERNMENT (DIVISION 5)	PROVINCE-WIDE	A. U. P. E.
ALBERTA GOVERNMENT (DIVISION 6)	PROVINCE-WIDE	A. U. P. E.
ALBERTA GOVERNMENT (DIVISION 7)	PROVINCE-WIDE	A. U. P. E.
ALBERTA GOVERNMENT (DIVISION 8)	PROVINCE-WIDE	A. U. P. E.
ALBERTA GOVERNMENT (DIVISION 9)	PROVINCE-WIDE	A. U. P. E.
ALBERTA HOME MORTGAGE CORPORATION	EDMONTON	A. U. P. E.
ALTA ALCOHOLISM & DRUG ABUSE COMMISSION	EDMONTON	A. U. P. E.
CALGARY THE CITY OF	CALGARY	POLICE ASSOC
CALGARY, THE CITY OF	CALGARY	C. U. P. E.
CALGARY, THE CITY OF	CALGARY	C. U. P. E.
CALGARY,THE CITY OF	CALGARY	AMBULANCE PERSONNEL ASSOC
CALGARY,THE CITY OF	CALGARY	FIREFIGHTERS
CALGARY,THE CITY OF	CALGARY	C. U. P. E.
EDMONTON, THE CITY OF	EDMONTON	POLICE ASSOC
EDMONTON, THE CITY OF	EDMONTON	C. U. P. E.
EDMONTON,THE CITY OF	EDMONTON	CIVIC SERVICE UNION
FORT MCMURRAY,THE NEW TOWN OF	FORT MCMURRAY	C. U. P. E.
GRANDE PRAIRIE,THE CITY OF	GRANDE PRAIRIE	C. U. P. E.
LETHBRIDGE CITY OF (INSIDE/OUTSIDE)	LETHBRIDGE	C. U. P. E.
LETHBRIDGE, THE CITY OF	LETHBRIDGE	FIREFIGHTERS
MEDICINE HAT,THE CITY OF	MEDICINE HAT	C. U. P. E.
PARKLAND COUNTY NO 31	PARKLAND COUNTY	CNTY PARKLAND EMPL ASSOC
PONOKA COUNTY OF #3 SCHOOL & ADMIN	PONOKA	C. U. P. E.
RED DEER, THE CITY OF	RED DEER	C. U. P. E.
ST ALBERT, CITY OF	ST ALBERT	C. U. P. E.

Dear Reader:

We are pleased to send this complimentary copy of **Negotiated Working Conditions in Alberta Collective Agreements, 1984.** In order to ensure the accuracy and currency of our mailing list for publications, we request return of this form if you wish to continue to receive this or any of the other publications available from Alberta Labour. **If we do not receive this form we will assume that you no longer want to be on our mailing list.**

Please indicate which of the listed publications you want to receive (or continue to receive) by checking the appropriate box. There is currently no charge for these publications.

1. **Negotiated Working Conditions in Alberta** .... ☐
2. **Collective Bargaining Scene/Labour Fact Book** .... ☐
   A compilation of current collective
   bargaining information for Alberta. Quarterly
3. **Membership in Labour Organizations in Alberta** .... ☐
   Union membership data and directory. Annual
   (Available Fall 1984)
4. **Alberta Construction Industry Union Wage and Benefit Report** .... ☐
   (Available Fall 1984)

Some back copies of recent issues of the above are still available and can be obtained on request.

Name and/or Position: ______________________________

Department: ______________________________

Organization: ______________________________

Mailing Address ______________________________

Postal Code: ______________ Telephone: ______________

Please return completed form and direct inquiries to:

Statistics and Information Services
Planning & Research Branch
Alberta Labour
3rd Floor, 10808 - 99 Avenue
Edmonton, Alberta
T5K 0G2
Telephone: (403) 427-8531

90404891

POOR

QUALITY

ORIGINAL